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Community Leadership Project 2015 – 2018 (CLP 3yr)



*Report Compiled by Pammy Johal
 September 2018*

CAIRNGORMS
 NATIONAL PARK AUTHORITY
 ÙGH DARRAS PAIRC NAISEANTA A'
 MHONAIDH RUAIDH

ef Esmée
 Fairbairn
 FOUNDATION

Forestry Commission Scotland
 Coimisean na Coilltearachd Alba

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 NATIONAL PARK

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The Rank Foundation
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Backbone CIC would like to sincerely thank the funding group for their support.
Genuine partnership working and for the direct benefit of communities.

The Cairngorms National Park Authority

Esmee Fairbairn Foundation

Forestry Commission Scotland

Loch Lomond and The Trossachs National Park Authority

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The Project

I. Aims

The Three year Community Leadership Project (CLP 3yr) was developed through the need to address the lack of Black and Minority Ethnic (BME) groups engaging and benefiting from nature. The project aims to develop leaders to the best of their ability in the environmental arena. By the end of the project, participants gained the skills, qualifications and experience to deliver environmental projects and to lead the future of Backbone as an organisation. The CLP 3yr used our sustainable experiential learning model where participants gave back their knowledge to their communities whilst gaining leadership confidence, transferable life skills, formal qualifications and experience.

Participants were given the opportunity to:

- Gain skills to lead communities in the great outdoors
- Undertake a leadership and personal development journey of a life time – incorporating transferable life skills
- Gain National Governing Body Awards and Qualifications
- Undertake training and awards in environmental education as offered by our environmental partners
- Gain skills and experience in organisational leadership through the opportunity to be a Backbone Board Member
- Volunteering and employment opportunities with our partners through working on events and community engagement initiatives

The project spanned over 3 years and involved residential modules, participant led community engagement initiatives and community based mentoring.

II. Project Delivery and Targets

	Residentials: 4 per year (Friday – Monday)	National Governing Body (NGB) & Environmental Training	Personal Skills & Fitness	Community Engagement	Backbone Board
Delivery Method	<p>Leadership and personal development</p> <p>Outdoor Activity Skills</p> <p>Environmental Emersion</p> <p>Backbone Advisory Group</p> <p>Monitoring Progress</p>	<p>Participants choose from a menu of NGB's and training offered by Glenmore Lodge and environmental partners. Both technical hard skills and soft facilitation methods.</p> <p>There will be a number of dates to choose from.</p>	<p>Participants will build a logbook of personal experience in preparation for NGB Awards and to improve their physical fitness</p> <p>1 x 4 day expedition per year working in small local groups.</p>	<p>Participants will work with environmental partners and choose from a menu of events and training:</p> <p>Support delivery of events & training</p> <p>Encourage their own community to attend events</p> <p>Develop community initiatives</p> <p>Placement opportunities</p>	<p>At least 2 participants who have the desire to become Backbone Board Members</p> <p>Shadow Backbone Director for 3 years</p> <p>Develop Backbone Advisory Panel</p>
Project Targets & Outcomes	Attend at least 80% of the project	<p>Each participant to gain at least 1 NGB</p> <p>Leadership skills to lead groups in outdoor activities</p>	<p>Improved physical fitness</p> <p>Transferable logbook of experience</p>	<p>The project will work with at least 3 of our environmental partners</p> <p>The project will engage with at least 300 marginalised/multi-cultural people per year</p>	At least 1 participant becomes a full Backbone Board Member

Executive Summary

Information for this report was gathered through

- Participant questionnaires, group work, progress reports and 1:1 interviews.
- Each community engagement project, event and residential were seen as stand-alone initiatives. A project usually involved a number of sessions. Only numbers for each project, event and residential were used for this report, not each session.
- Demographics were collated using logged monitoring forms and participant interviews. On some of the big events participants submitted estimated numbers and demographic breakdown. On these occasions we used the lowest estimate.
- Participant and community questionnaires, group work, feedback, evaluations and quotes
- Note: Collated numbers are totals for each project/event/residential. Some community members may be involved in more than one project.

III. Summary of Outputs

- 30 participants of which 80% were women. Participants were from the Central Belt of Scotland with 1 participant from the Highlands. 27 organisations benefited from the CLP 3yr project.
- Over 7000 people from BME and marginalised communities took part in initiatives delivered by CLP 3yr participants. The CLP 3yr project has enabled Backbone CIC to effectively address the cultural, personal and financial barriers preventing BME and marginalised communities ability to utilise services offered by our partners

Facts relating to BME engagement with Scotland's National Parks. The following statistics clearly demonstrate that Backbone CIC work with the most disengaged and unaware groups in Scotland. This includes the CLP 3yr project. Using the results of Outdoor Festival for All findings and Scotland's Population Level Data:

From Scotland's People and Nature Survey 2013/14

89% of adults in Scotland were aware of one or both of Scotland's National Parks

49% of adults in Scotland stated they had visited one of both Scotland's National Parks in the previous 12 months

These findings are based on a sample of 1,000 adults so the sub-sample of BME respondents is too small to analyze separately.

From Scottish Nature Omnibus 2016

67% of adults in Scotland had heard of National Nature Reserves

17% of adults in Scotland stated that they had visited an NNR in the previous 12 months

These findings are based on a sample of 1,000 adults plus a booster sample of 100 BME respondents. This means we can analyze the sample of BME respondents separately although it is still relatively small (149 respondents): 29% of BME respondents had heard of NNRs and 7% stated they had visited an NNR in the last 12 months.

Initiatives delivered by our participants, particularly the Outdoor Festival for All show community members are well below average in terms of awareness and engagement with Scotland's National Parks.

- 86 nature sites were visited throughout the programme including delivery of community initiatives, residentials and events. This includes Cairngorms National Park, Loch Lomond and The Trossachs National Park, National Nature Reserves, Local Nature Reserves, Forestry Commission Scotland, Regional and Local Parks, National Waterways.
- Participants and their communities took part in 6 consultations informing policies and plans to increase BME engagement with nature.
- 124 community environmental initiatives led by participants:
 - 51 sustainable projects – on-going today
 - 59 events
 - 14 residential experiences
- Participants led 2 Outdoor Festival for All Events. We expect these to be annual events with participants playing a key role.
- 140 qualifications achieved: 107 by participants, plus 33 qualifications gained by community members. 23 training and qualification opportunities were made available. This gave participants the skills and competences to offer community groups safe outdoor experiences that were compliant with national regulations. Furthermore, it gave participants the qualifications to skill up and deliver qualifications to their own community members, staff and volunteers building the sustainable capacity of organisations.
- Participants raised £766,565 of which £83,565 was for specific projects and events and £683,000 for staffing posts to deliver environmental related activities. Staffing posts were for 1 to 3 year period.
- 6 organisations have amended their constitutional aims to include a strong environmental focus and now deliver fully sustainable projects.
- 27 grass root organisations now have a sustainable, safe and robust infrastructure to deliver environmental activities
- Participants and community members delivered 4412 environmental volunteering days.
- 6 participants are employed to deliver environmental activities.

- All participants plus 1808 community members stated an improvement in their health and well-being through increased activity in nature.
- The project exceeded all targets set

IV. Summary of Challenges

- Retention of participants over a 3yr period. A project review in 2016 resulted in amending the structure of the programme allowing for greater flexibility and opened opportunities for the wider alumni to take advantage of what we had to offer. We will not be delivering projects with the same participants spanning longer than 1yr. Modular open learning is the model of choice as we move forward.
- Monitoring and collating demographics of community projects. Participants were reluctant to submit and complete administration aspects of projects. We tried a number of methods with participant input that did not work. Where information was not available on the monitoring forms we collected information through our 1:1's verbally which was time consuming. We will continue to develop this aspect of the project.
- Participants had limited awareness and knowledge of National Nature Reserves (NNR's). This was addressed by asking participants to research areas prior to visits. However, there is still a heavy reliance on rangers and support staff to provide detailed information. In the future we will develop a robust plan for participants to learn about NNR's.
- Delivery of modules over the winter months. This was addressed by localising delivery and when necessary re-locating.

Participant Information

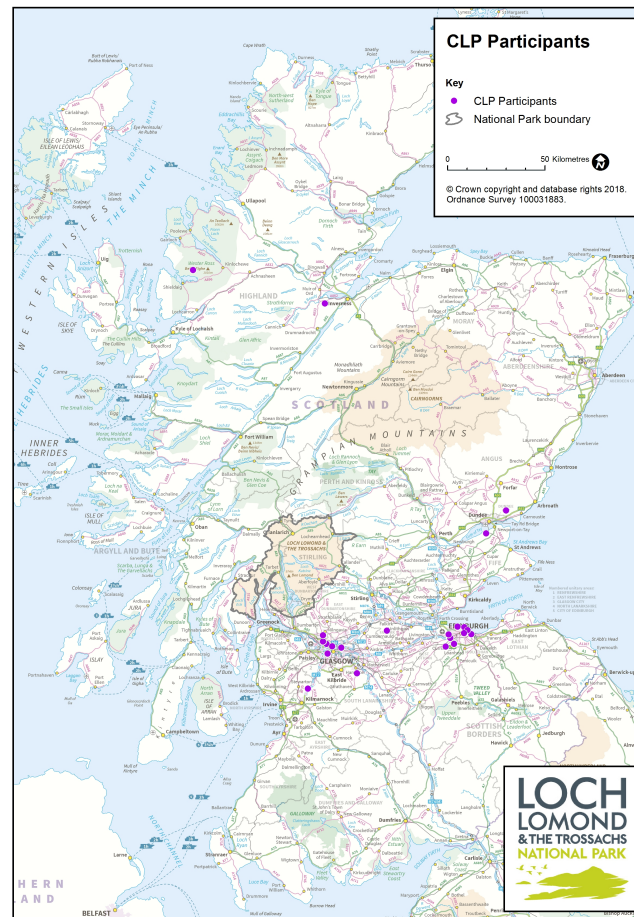
20 attended the selection event, with 16 recruited. We had challenges with regards to retention of participants into the 2nd/3rd year due to situations beyond our control where participant's circumstances had changed and did not allow for the commitment required. We had 6 participants leave due to issues of illnesses, job changes and inability to commit. As a result we changed the format and introduced a more flexible approach to participation on the programme and how we deliver community engagement initiatives.

2017 we introduced joint working opportunities to our wider leadership alumni to take advantage of the opportunities offered on the 3yr CLP and to offer further joint working opportunities regarding development and delivery of community projects. We created 2 levels of participation allowing participants to choose according to their availability:

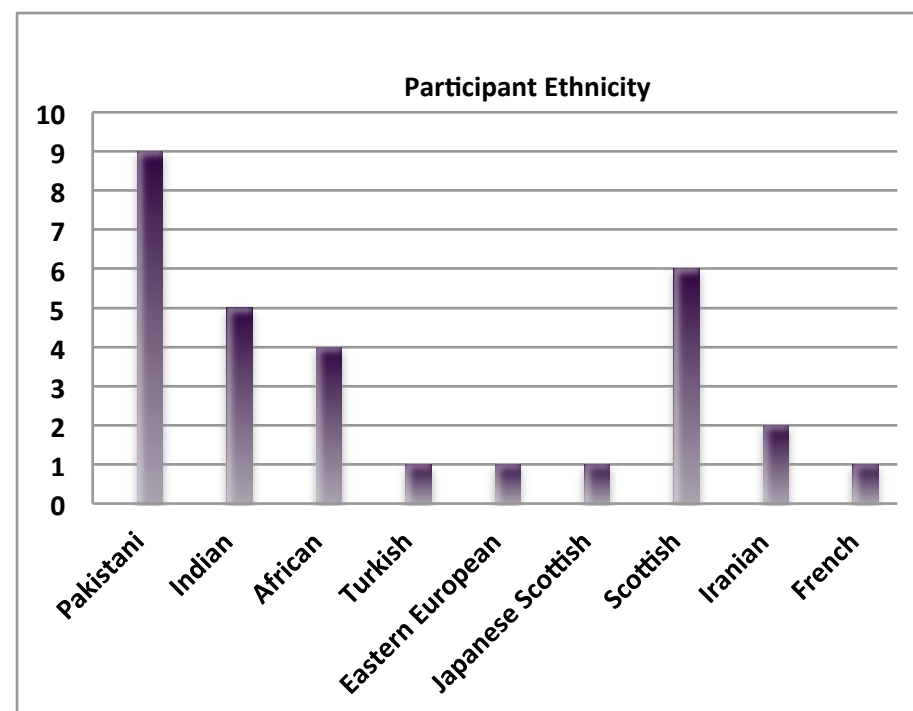
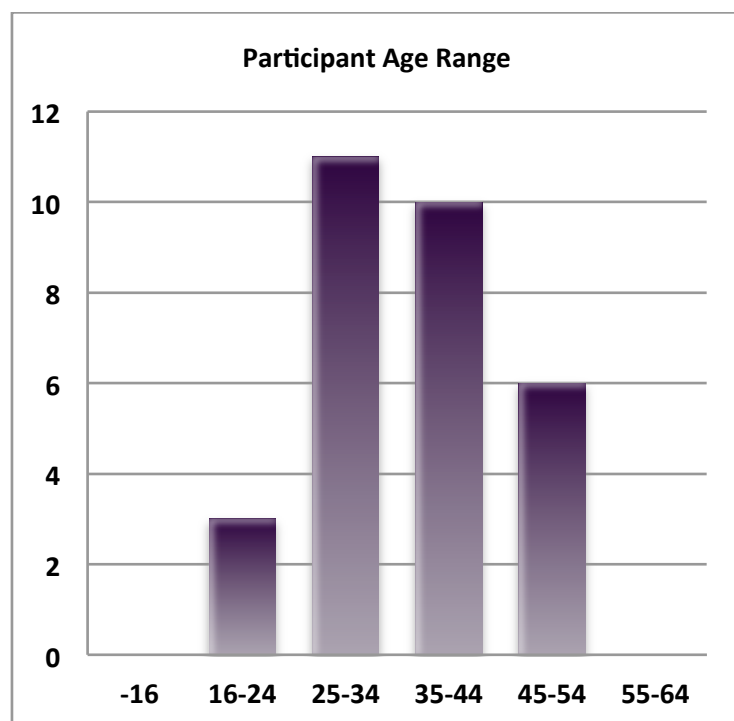
- a) Full participation on all aspects of the CLP 3yr: 10
- b) Qualifications and Community Engagement Projects: 20

V. Demographics

30 participants were involved in the project: 6 Male and 24 Female, the map below shows the geographical distribution of the CLP participants



Participants ages and ethnicity was wide ranging, as demonstrated in the graphs below



Organisations

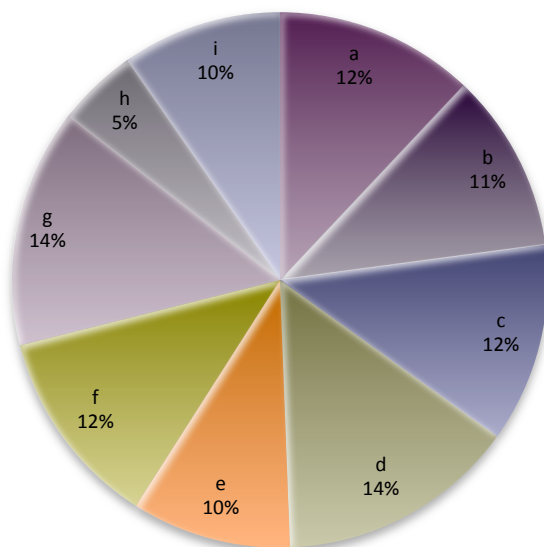
Participants represented 27 organisations: 11 from Edinburgh / 6 Glasgow / 4 Dundee / 1 Lanarkshire / 1 Falkirk / 1 Highlands / 3 Scotland Wide

Name of Organisation	Organisation Description	Location
1. Punjabi Junction	Women's group running a community cafe	Edinburgh
2. Life Church Group	Church group of all ages and backgrounds. High percentage of people from ethnic minority communities	Edinburgh
3. Rafika	African women's group	Edinburgh
4. Edinburgh & Lothian Regional Equality Council	Community centre for people of all ages, abilities and backgrounds	Edinburgh
5. Edinburgh University Well-being Society	People of all backgrounds and ages dealing with stress and mental health issues	Edinburgh
6. African Church Group	African families of all ages and abilities, church group.	Edinburgh
7. Rannoch Community Centre	Drumrae and Clermiston community centre for people of all backgrounds, ages and abilities	Edinburgh
8. Community Learning Development	Working with people of all backgrounds, ages and abilities	Edinburgh
9. Shakti Women's Aid	Supports BME women, children and young people who have or are experiencing domestic abuse.	Edinburgh
10. Young Carers Project	Working with young people aged 4-20 of all backgrounds who are carers.	Edinburgh
11. Drake Music School	Creating music and making opportunities for people with disabilities	Edinburgh
12. Ansar & YMS (Young Muslim Sisters)	Ansar is a community sports organisation targeting BME community. YMS is an arm of Ansar working with young muslim girls and women	Glasgow
13. Al-Meezan	Muslim women and children's group	Glasgow

14. Amina	Muslim women's resource centre	Glasgow
15. Connect: Easterhouse	Community centre for residents in Easterhouse area	Glasgow
16. Andalus	Muslim family centre	Glasgow
17. C-Change - Dates N Mates	Friendship and dating agency run by and for people with learning disabilities of all backgrounds	Glasgow
18. Rainbow Group	Women and children's multi-cultural community group	Falkirk
19. Lanarkshire Mosque	Muslim families community centre	Lanarkshire
20. Dundee International Womens Centre	Women and children of all backgrounds and ages	Dundee
21. Yusaf Youth Initiative	Youth organisation working with young muslim girls and boys	Dundee
22. Dundee Carers Centre	Working with BME elders of both genders	Dundee
23. Ancrum Outdoor Centre	Outdoor education centre for all ages and backgrounds	Dundee
24. Active Schools Highland & Highlife Highland	Working with school children in schools to increase activity levels	Highlands
25. Council of Ethnic Minority Voluntary Sector (CEMVO)	Introducing ethnic minority voluntary sector to environmental action and funds	Scotland Wide
26. Telugu Association of Scotland	Telugu community group of all ages	Scotland Wide
27. Green Horizons	Muslim organisation organizing educational retreats for young Muslims	Scotland Wide

VI. Reason for joining

Participant's Reason for Joining the Project



Participants were asked the reason for joining the project:

- a. Networking with other community groups
- b. Networking with environmental organisations
- c. To develop new projects for their organisation
- d. To gain further training and qualifications
- e. To develop their community organisation
- f. To increase their personal environmental awareness
- g. To gain personal experiences and personal development
- h. Networking for employment
- i. To have access to volunteering opportunities

Project Outputs

VII. Environmental Organisations

86 nature sites were visited throughout the programme including delivery of community projects, residentials and events. The project and participants continue to deliver projects with the following partners:

- Cairngorms National Park Authority
- Loch Lomond and The Trossachs National Park Authority
- Forestry Commission Scotland
- Ranger Services: National and Local, to include Nature Reserves
- Cycling Scotland
- Water of Leith Conservation Trust

VIII. Consultations

Participants and their community groups supported the following consultations:

- Loch Lomond and The Trossach's National Park Partnership Plan 2017-2022
- Loch Lomond and The Trossach's National Park Volunteering Plan 2017-2022
- Cairngorms National Park Partnership Plan 2017-2022
- RSPB Engagement Plan
- Great Trossach's Woodland Trust Engagement Plan
- National Nature Reserve Management 10 year Plan: Caerlaverock NNR
- Cycling Scotland Engagement Plan 2016

IX. Community Organisation Development

27 organisations now have a robust infrastructure to safely deliver environmental activities. They are aware of and have implemented the following:

- Relevant liability and insurance cover for staff and service users
- Relevant safe working procedures and control measures for off-site and environmental activities
- Booking and monitoring procedures
- Qualified and experienced staff and volunteers

The project exceeded our target of working with at least 3 partner organisations

X. Nature Sites visited

Cairngorms National Park	Loch Lomond & The Trossachs National Park	Edinburgh, Fife & Surround Area	Glasgow, Falkirk & Surrounding Area	Dundee & Surrounding Area	Highlands	Southern Scotland	Comrie
<i>National & Local Nature Reserves</i> Craigellachie Invereshie & Inshriach Uath Lochans <i>Forests & Estates</i> Ben Vrackie Mar Lodge River Dee Balmoral Glen Tanar Blair Atholl Glen Clova Loch Lee/Glen Esk Glenmore Forest <i>Woodlands</i> The Hermitage NTS Loch Morlich Cambus O'May Craigvinean Forest River Tay	<i>National & Local Nature Reserves</i> Inchcailloch Loch Lomond <i>Country, Regional, Local & National Memorial Parks</i> Balloch Castle Ben Lomond Rob Roy's Prison NTS <i>Forests & Estates</i> Rowardennan Conic Hill Loch Katrine Queen Elizabeth Loch Lubnaig Ben Vorlich Tarbet & Luss Loch Drunkie: 3 Lochs Forest Drive	<i>National & Local Nature Reserves</i> Corstorphine Hill <i>Regional & Local Parks & Woodlands</i> Drumbrae Park Clermiston Park Pentland Hills Cramond Beach Arthurs Seat Holyrood Davidson's Mains Dalkeith Lomond Hills Camilty Woodlands <i>Waterways & Lochs</i> Water of Leith Conservation Trust Union Canal Scottish Canals	<i>National & Local Nature Reserves</i> Malls Mire Woods <i>Regional & Local Parks & Woodlands</i> Chatelherault Pollock Mugdock Castlemilk Callander Cuningar Rutherglen Dawsholm Auchenshuggle Glasgow Green <i>Waterways & Lochs</i> Kelvin Walkway Falkirk Wheel & Canal – Scottish Canals	<i>National & Local Nature Reserves</i> Tentsmuir Denfind Bird Sanctuary & Conservation Area <i>Regional & Local Parks & Woodlands</i> Camperdown Monikie Woods Baxter Park Templeton Woods Dighty Valley Mill O Mains Woods	<i>National & Local Nature Reserves</i> Inverewe NTS Loch Maree NNR Beinn Eighe NNR Sandwood Bay NNR and JMT <i>Regional & Local Parks & Woodlands</i> Bucht Park Inverness Gairloch coast Fisherfield Forest Cape Wrath	<i>National & Local Nature Reserves</i> Caerlaveroch NNR Kirkconnelflow NNR <i>Regional & Local Parks & Woodlands</i> Mabie Forest Park Ayr Beach Tweed Valley: Glentress Cademuir Yair	Comrie Woodland & Moorlands: Twenty Shilling, Laggan & Drumlochian Wood

XI. Qualifications

Participants through 23 different training and qualification opportunities made available to them achieved 107 qualifications. This gave participants the skills and competences to offer community groups safe outdoor experiences that were compliant with national regulations. Furthermore, it gave participants the qualifications to skill up and qualify their own community members, staff and volunteers to build the sustainable capacity of organisations. (Re: funding and community projects section). Community members gained 33 qualifications.

The project exceeded our target of each participant to achieve at least 1 National Governing Body Award with additional community members also gaining qualifications.

Qualification	Numbers Achieved	Qualification	Numbers Achieved	Qualification	Numbers Achieved
1. Mountain Training Scotland Lowland Leader Training	4	2. Mountain Training Scotland Hill & Moorland Training	4	3. Mountain Training Scotland Mountain Leader Training	2
4. Mountain Training Scotland Mountain Leader Assessment	1	5. Sports Leaders UK Level 3 Certificate Day Walk Leaders	12	6. Sports Leaders UK Level 3 Certificate Basic Expedition Leadership	2
7. Cycling Scotland Cycle Ride Leader	6	8. Cycling Scotland Cycle Trainer Assistant	3	9. Cycling Scotland Cycle Trainer	4
10. Bike Maintenance	6	11. Velotech: Bronze	3	12. Velotech: Silver	3
13. Velotech: Gold	2	14. ITC: Outdoor 1 st Aid Certificate	17	15. John Muir Leadership	12
16. Bushcraft Training	10	17. Backcountry Survival: Bushcraft Certificate of Competence	6	18. MIDAS – Minibus Driver	9
19. Foraging	9	20. Highland HiLife: Jogscotland	1	21. Child Protection Training	1
22. Energy Advisor	1	23. Carbon Conversations	1		

33 Qualifications gained by Community Members; Staff and Volunteers

Cycling Scotland Cycle Ride Leader	23	Cycling Scotland Cycle Trainer	9	Velotech: Bronze	1
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XII. Fund Raising

£766,565 was raised by participants for their organisations of which £83,565 was directly for specific projects created through the CLP 3yr programme. The remaining £683,000 was raised for the core funding of organisations to deliver environmental related activities. This includes 1 to 3 years staffing posts and resources to deliver projects.

CLP participants have influenced the following organisations to include and prioritise environmental activities. They now deliver fully sustainable community projects as a direct result of participant's actions on the CLP 3yr project.

- Yusaf Youth Initiative Dundee
- Dundee International Women's Centre
- Edinburgh and Lothians Regional Equality Council
- Amina: Muslim Women's Resource Centre Glasgow
- Andalus: Muslim Community Centre Glasgow
- Telugu Association of Scotland

Funding Sources

Fund-raising events	Cycling Scotland	Climate Challenge Fund	Children In Need
Forestry Commission Scotland	Loch Lomond & The Trossachs National Park Authority Travel Grant	Cairngorms National Park Authority Travel Grant	Big Bike Revival
Heritage Lottery Fund	Creative Scotland		

No target was set, however this is a powerful statement regarding sustainability of organisations and community capacity building.

XIII. Other

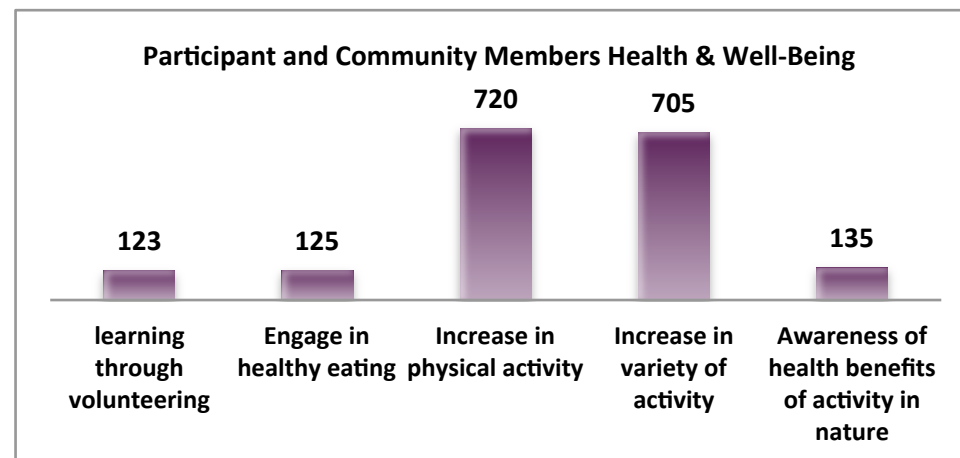
Volunteering and Employment

Participants and community members delivered 4412 environmental volunteering days. All participants noted a 100% increase in their environmental volunteering activity to at least 1 day/week. 121 community members have discovered the benefits of environmental volunteering.

6 participants are employed to deliver environmental activities.

Health and Well-Being

All participants stated an improvement in their health and well-being through increased physical activity and healthy eating. 1808 community members stated an improvement in their health and well-being.



No target was set, however this demonstrates the impact and influence on communities regarding long term behaviours.

Community Engagement

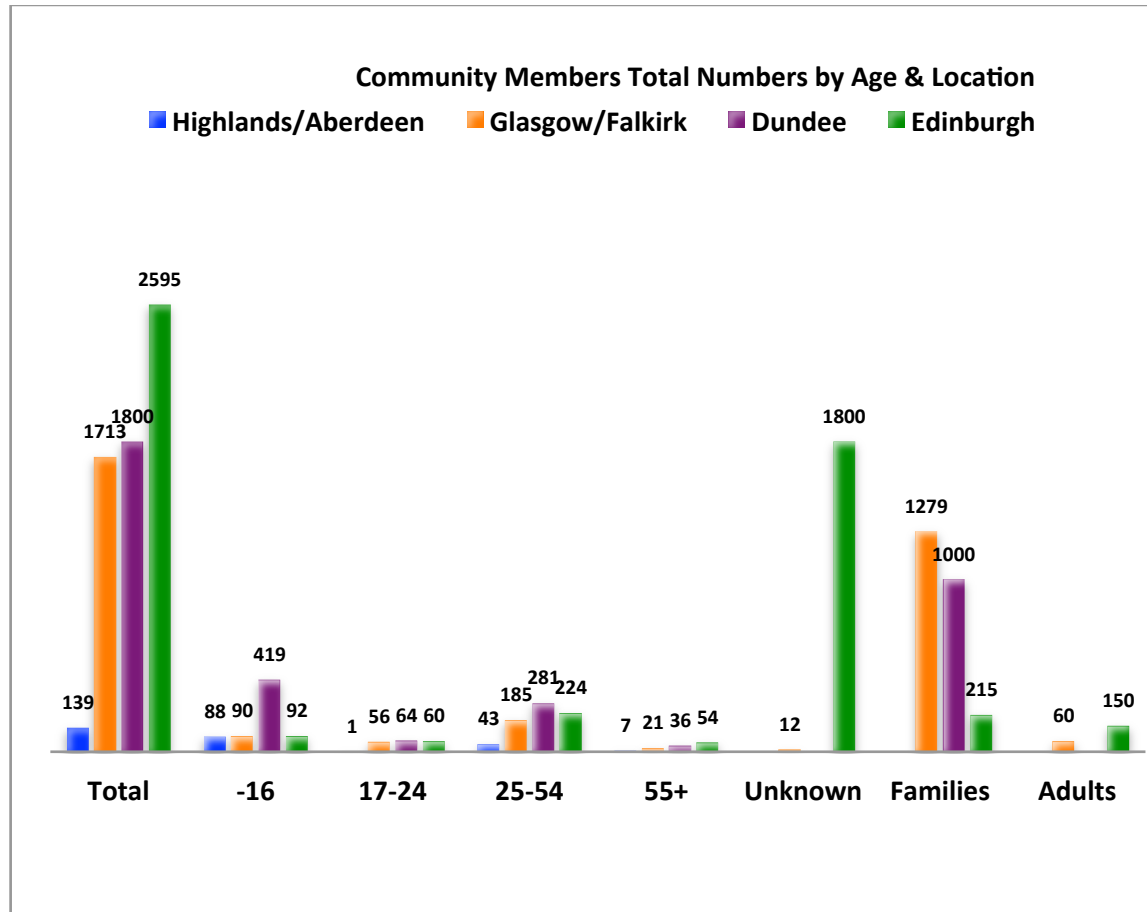
XIV. Projects, Residentials and Events

Participants delivered and supported 124 community environmental initiatives engaging with 6777 people from multi-cultural and marginalised communities.

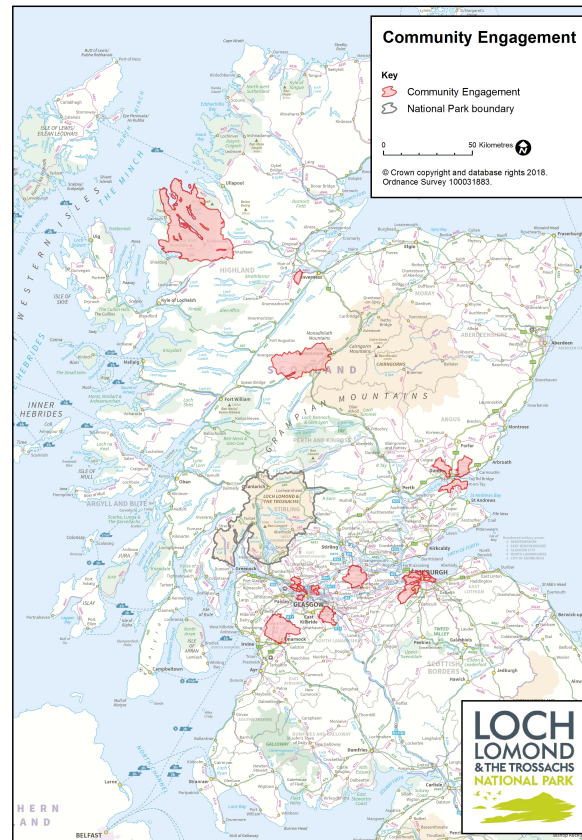
The project exceeded our target of engaging with 300 people per year from multi-cultural and marginalised communities

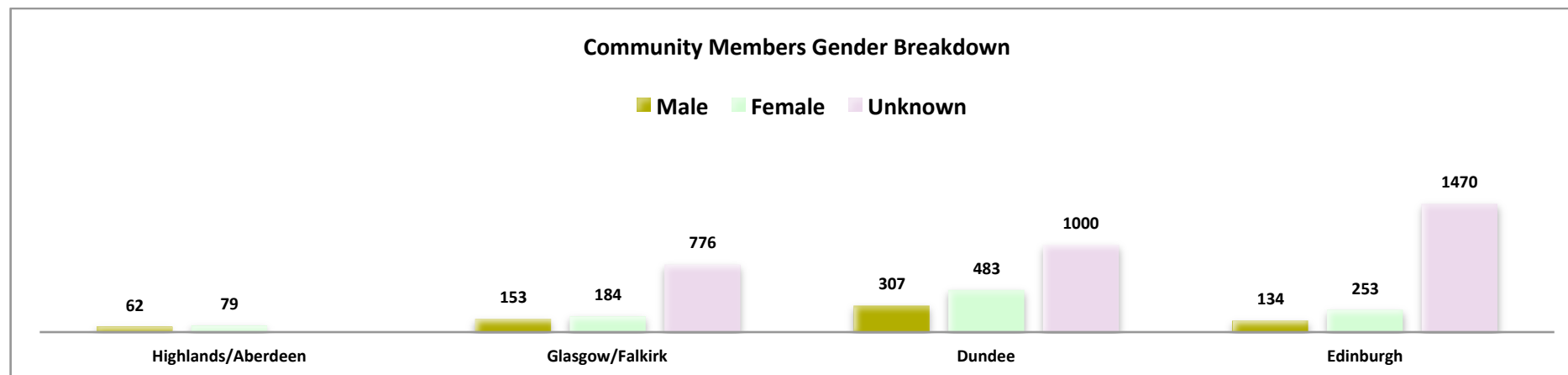
51 Sustainable environmental projects reaching out to 1631 people from BME & marginalised communities	59 environmental events reaching out to 4888 people from BME & marginalised communities	14 environmental residentials reaching out to 258 people from BME & marginalised communities
<p>Examples:</p> <p>Learn to ride bike projects</p> <p>Bikeability</p> <p>Led bike rides</p> <p>Walking projects</p> <p>After School Jogging club</p> <p>After School: walking project</p> <p>Women's running club</p> <p>Women's social group</p> <p>Weigh in group</p> <p>Oot & Aboot: Dates & Mates</p> <p>Visits to nature</p> <p>Foraging</p> <p>Carbon conversations</p> <p>Volunteer development</p> <p>Music and nature</p> <p>Gardening</p> <p>Family days out</p> <p>Health projects</p> <p>Women & children's projects</p>	<p>Examples:</p> <p>Fun Runs</p> <p>Community outings</p> <p>Living active and going green Eco days</p> <p>Interfaith family days out</p> <p>Interfaith women's refugee day</p> <p>Forestry Commission Scotland Woodland events</p> <p>Mountain biking event</p> <p>Youth Community Support Agency youth teambuilding</p> <p>Youth Community Support Agency life & social skills</p> <p>Isyllabus</p> <p>Oot & Aboot day out</p> <p>Cairngorms Nature Festival</p> <p>Eid in the Park</p> <p>Day trips to NNR's/Regional/National Parks</p> <p>Edinburgh Climate Festival 2017 & 18</p> <p>Big Bike Revival</p> <p>Multi-cultural Eco Celebrations</p> <p>Permaculture community Classroom</p> <p>Windfarm Visits</p> <p>Eid in the Park</p>	<p>Locations:</p> <p>Glenfeshie Hostel</p> <p>Balmoral Estate Bunkhouse</p> <p>National Trust for Scotland Mar Lodge Basecamp</p> <p>Findhorn Hostel</p> <p>Auchengillen Outdoor Centre</p> <p>Groups:</p> <p>Rafika African women's group</p> <p>Hindu Mandir elders group</p> <p>ELREC volunteers and children conservation weekend</p> <p>Muslim women and children</p> <p>Interfaith volunteers</p> <p>Life Walkers church group</p> <p>Yusaf Youth Initiative</p> <p>Bazorg elders group</p> <p>African families</p> <p>Isolated BME women and children</p> <p>Amina Muslim women's resource centre: elders group</p>

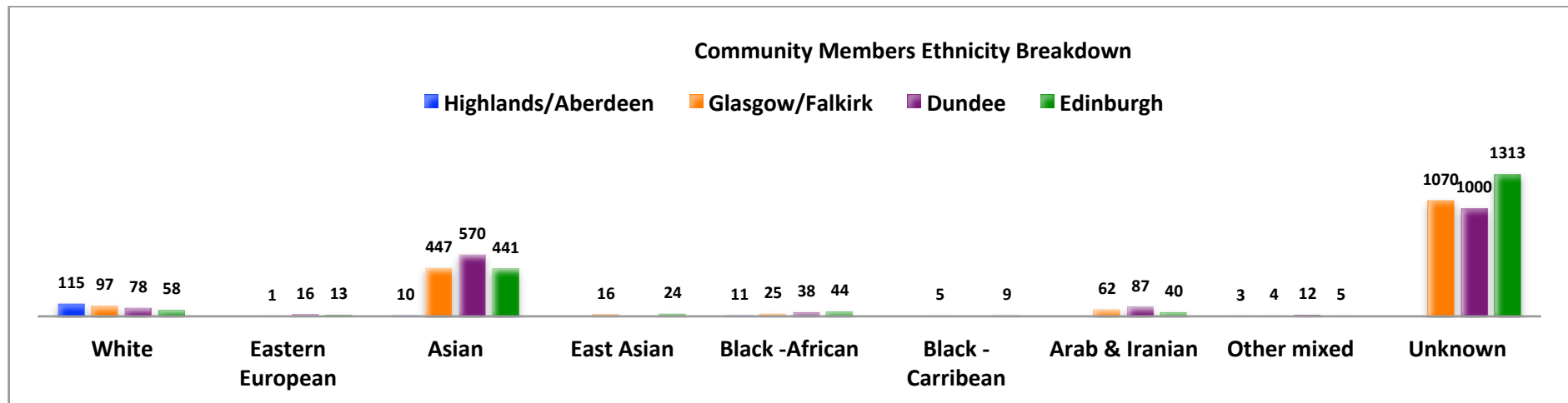
XV. Community Engagement Demographics



Participants on community engagement projects, residencies and events came from the following areas as shown in the map below:







Outdoor Festival For All Events 2017 & 2018

After a significant review the project changed the delivery format to allow for greater flexibility for participants. We removed 2 residential elements and replaced them with 2 Outdoor Festival For All Events: Blair Atholl 2017 and Balmaha 2018. This was a hands-on experiential event with participants taking lead roles in all aspects of event planning, delivery and evaluation.

A total of 349 people from marginalised communities came to the events a further increase in community engagements.

This takes the total engagement numbers to over 7000.

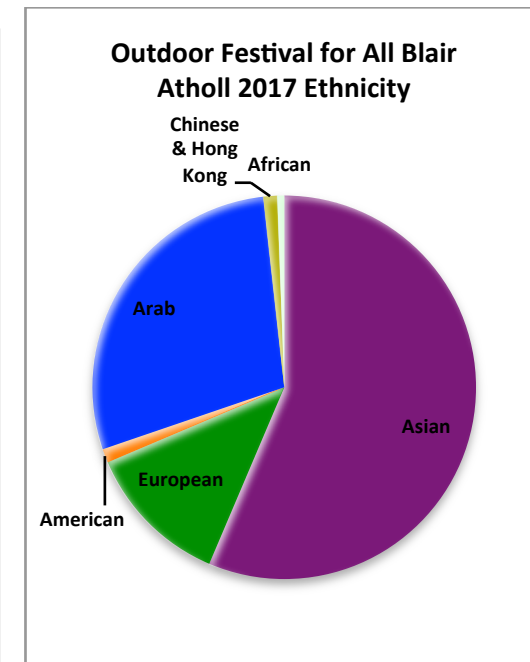
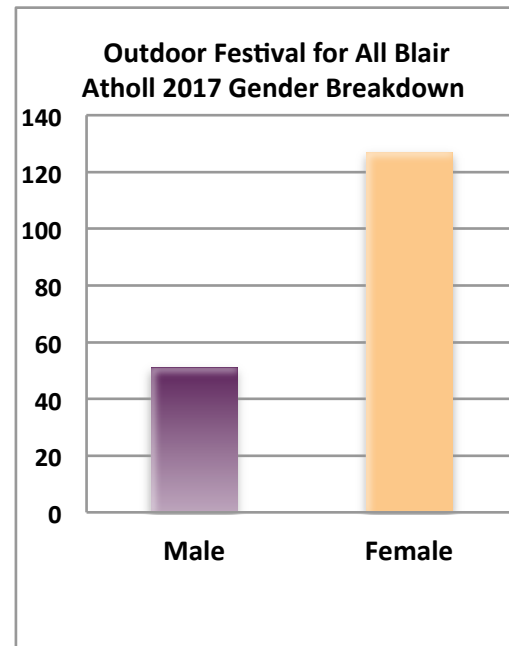
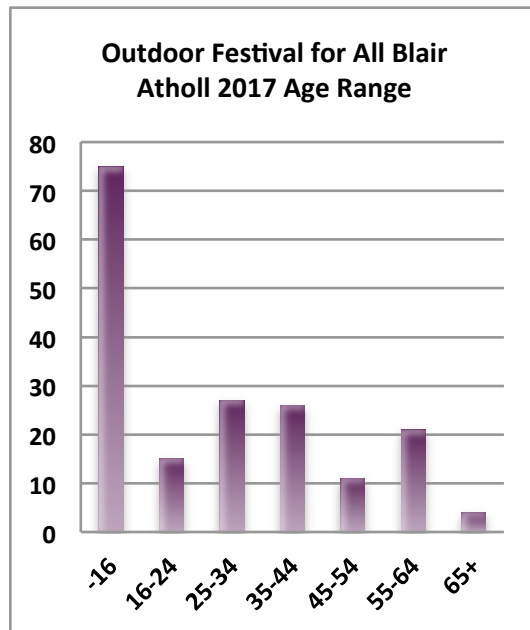
Event Activities and Organisations Involved

Activities	Organisations	Visitors: Board Members/Senior Staff
Animal Handling Biking Bird Boxes Bushcraft Capoeira Music & Movement Castle Tours & Castle Gardens Climbing Wall Face Painting Giant Jenga Hapa-Zone Historical Woodland Walk John Muir Activities Squirrel Models Tree Identification Woodland Workout Canoeing Waterbus & Cruises Inschailloch walk Conic Hill Geology Trail Millennium Trail Fire pit RSPB activities	Atholl Estates Ranger Service Backbone CIC Backcountry Survival Ltd Balmoral Estate Ranger Service Blair Castle Cairngorms National Park Dundee International Women's Centre Eden's Garden Environment & Forestry Outdoor Learning Fife Outdoor Education Forestry Commission Scotland John Muir Trust Lochlomond & Trossachs National Park OWL Scotland Scottish Natural Heritage	Backbone CIC Cairngorms National Park Authority Loch Lomond and The Trossachs National Park Mountaineering Scotland Scottish Natural Heritage

XVI. Outdoor Festival for All Demographics

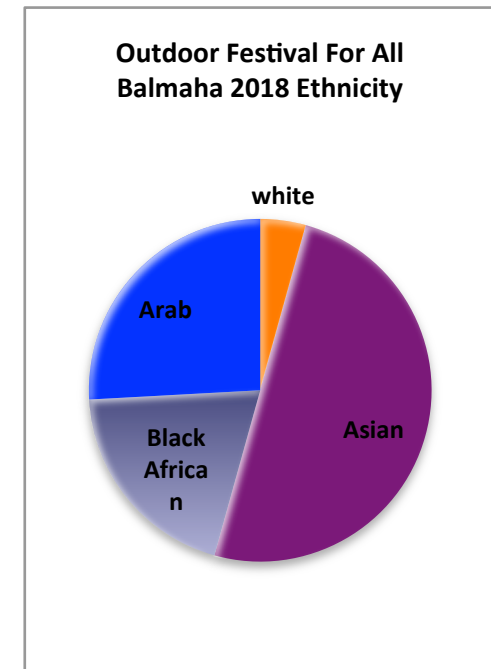
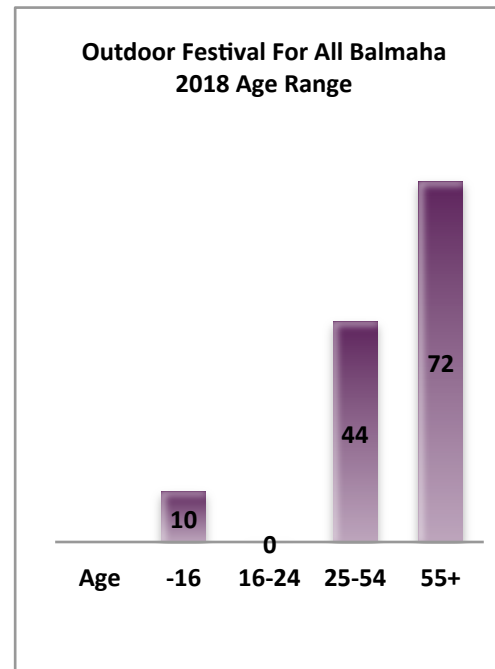
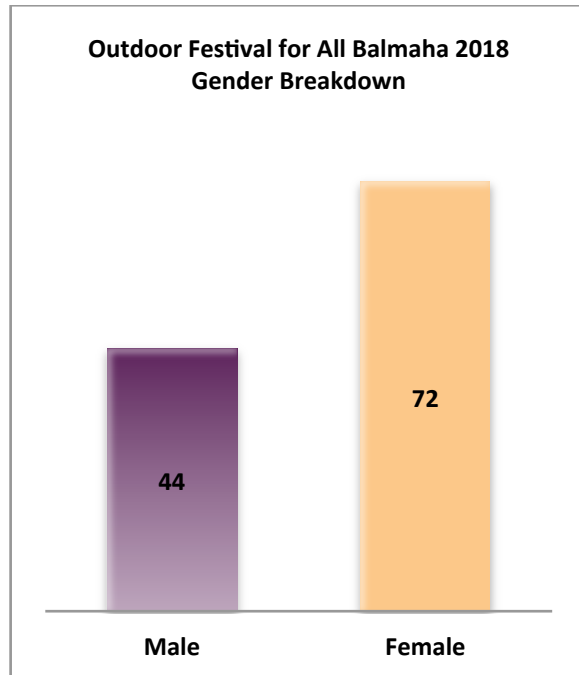
Outdoor Festival for All 2017 @ Blair Atholl Estate

A total of 212 attended the event from 9 organisations from Dundee, Edinburgh, Glasgow, Perth & Falkirk. 15 participants stated a disability.



Outdoor Festival for All 2018 @ Balmaha

A total of 137 attended the event from 5 organisations from Dundee, Edinburgh & Falkirk.



XVII. Questionnaire findings

General

Did your group enjoy the event?	100%	
Is this your group's 1 st visit to Balmaha?	10% YES	90% NO
Is this your group's 1 st visit to Blair Atholl?	100% YES	
Is your group aware of Scotland's National Parks?	20% YES	80% NO
Is your group aware of Scotland's National Nature Reserves?	0% YES	100% NO
Is your group aware of how to access natural sites?	10% YES	90% NO
Would your group like to explore nature more?	100% YES	0% NO

Barriers Preventing Groups Accessing Nature

<ul style="list-style-type: none"> • Lack of information • Require guidance and support to build confidence • Transport as not everyone drives • Lack of Childcare • Lack of knowledge 	<ul style="list-style-type: none"> • Adults are not confident and don't have knowledge on how to access • Lack of time and money • Language barriers • Cultural confidence • Accessibility: transport and knowledge
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What Participants Had to Say

<p>"My mum had a great day meeting other lovely people and being outdoors, I'm hoping this will be the first of many more experiences for my mum." " DIWC</p> <p>"Many thanks to your team for your energy and enthusiasm in pulling off an excellent outdoors festival yesterday. I totally agree the children were in the element and didn't seem to notice the weather in their quest for new adventures....It was a delight to be a part of it and I hope there are other opportunities to see you're work in action." Head of Policy & Advice SNH</p> <p>"Every single member of your team was so lovely and kind and wonderful...I absolutely loved it and so did the families that came with us. Thank you for this opportunity and we hope to join you in the future for anything similar." Young Muslim Sisters Glasgow</p>	<p>"Everyone had a really good time and had lots of fun!"</p> <p>"Fabulous day out full of sunshine and lots of company with people I didn't know!... can't wait for the next one!"</p> <p>"I like canoeing it was fun and I didn't capsize, I went twice on the way to the beach"</p> <p>"The trek to Inschcailloch was very interesting, nature, open air – brilliant!"</p> <p>"Very nice, enjoyed with my daughter, the 1st time I have been here and will come back with my family again!"</p>
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<p>“Just to say that every single member of our group had the best time! The weather wasn't the best but we still all really enjoyed it! Big thank you to all who helped organise this great day out. We should definitely do this again and I look forward to working with you all again very soon!” Rainbow Group</p> <p>“Yes it was lovely to see you on Sunday, despite the challenging weather we all hade a wonderful time. And thank you for looking after us and gave a positive, welcoming experience. Hope that we can work together in future.” Hindu Mandir</p> <p>“Thank you so much for the fantastic day!! Despite the rainy weather, all the members of my group had fun and really enjoyed the outdoor activities, particularly the cycling and climbing sessions. My group is looking forward to the next year Festival Outdoor Day....Many thanks to all the members of different organisations and the volunteers who organised and participated on that the Outdoor Festival.” Arab Women’s Group</p> <p>Amazing day with lots of activities for kids and adults Good experience despite the weather Really wonderful lots of activities Fantastic mix of activities for both children and adults – wonderful! Very good introduction to nature Syrian groups first time ever to experience the outdoors since they arrived in Scotland</p>	<p>“Fun to learn new things and find out about where I am”</p> <p>“I liked everything, it was my 1st time here!”</p> <p>“Loved the trip, however not enough time.. wanted to stay longer and will be back!”</p> <p>“This trip has been so enjoyable and such a nice experience”</p> <p>“Amazing day, love you all and thank you with a big smile – what a great group of different people!”</p> <p>“A wonderful trip, absolutely amazing. It was an eye opener, I did not know there was so much here and to learn. Thank you so much!”</p> <p>“The trip was exciting as I have not been here before”</p> <p>“Thank you for taking my elderly mother out today, it meant so much to us as she hardly ever leaves Dundee. She came back home a different person and was so lively and had lots of stories to tell!”</p> <p>“We need more days like this for our Syrian refugees, particularly the young ones. They are free here with no worries and just had fun being with other people and laughing!”</p>
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What participants and community members had to say

Participants	Community Members
<p>Thank you for the wonderful programme. It was great to be part of it and be able to use the knowledge and skills in my work and meet great people and make connections. Rest assured the competence passed on will continue to flourish and be used. Thank you also to everyone in the wonderful CLP group. You made this journey quite amazing and I was inspired to meet each of you.</p> <p>I would like to thank you for giving me an opportunity to participate in the program. It has been a wonderful and gainful experience. I would like to share my experience and learning with others so please let me know of any opportunities or events where I can continue to do this.</p> <p>I would not be doing what I do now if it wasn't for Backbone; this programme has given me the confidence, competence and network for life. I am making a huge difference here in Poolewe, the kids go biking, jogging, exploring! I'm part of mountain rescue team, look after a bothy, I've set up projects for isolated women and now going for a job as an ambulance technician!.. thanks for the opportunity for me to get out of my comfort zone and into life!</p> <p>I have now set up Telugu Association of Scotland (TAS), this is because I have the skills, confidence and knowledge of what it takes to set up a safe organisation to encourage my community to see and experience what is out there here in Scotland. I have raised funds and I am training our volunteers to run biking and walking projects with me. We have grown so quickly and now everyone wants to get out.</p> <p>I have gained respect and acknowledged for my hard work on the programme, I have lots of volunteering opportunities and even gained sessional employment.</p> <p>I have the skills and know how to set up gardening, cycling, outdoor activity projects. Group management skills, 1st aid and other qualifications, safety, preparation – all of it!</p> <p>I've had to have a mind set switch from participant to leader. I work with mental health/recovery work. My clients hugely benefit from being in the outdoors where nobody is judged, they do not have to speak to anyone, and however they do in the outdoors and feel</p>	<p>It's been really great working with Backbone on the residential and the women's event. One woman said to me today that she really liked this event and she preferred going with us rather than her family because we had people who knew where to go and what to look at. But she did also say that now she would be more confident to come on a trip herself with her family to explore the Aberfoyle area.</p> <p>This experience has changed my life and my perspective. I've lived in Glasgow all my life (40+yrs) and never been north of Perth and didn't know this (Glenfeshie) existed. The kids have not missed their technology/wifi, they loved being outdoors and learning about nature.</p> <p>I've loved being away; it's been very spiritual. I now know we don't incorporate nature into our everyday lives and we should!</p> <p>My community members and organisation are now living a more sustainable life style, a great example of the ripple effect. JMA Conservation element has given us all a sense of making a difference in our local area and community.</p> <p>Love how this focuses on the community, taking the community away from the inward direction of being (social media, tv, game consoles etc) to outward looking and being in nature</p> <p>My work with the women's social group. The women have to deal with internal barriers as well as the normal cultural external barriers. For example the external barrier - At home they have their husbands/menfolk telling them they can't do this (biking, walking), as it will look bad on the community and the family. For example the internal barrier - they can't do it because family members think they are not capable of doing it! Yet on this project they do, they are brilliant role models and get through it by courage. For example a Turkish woman being told by her husband she cannot get involved as it will "disgrace him, the family and the community" – yet she carries on.</p> <p>A family wedding in Dundee chose a woodland theme. <i>this is what Backbone has taught us – to pass it on!</i></p>

<p>safe to do so. I am organised enough and confident to do this.</p> <p>Self-autonomy and growth – I as a leader and role model am self-reliant and independent. I make things happen, I take ownership. I've been out of my comfort zone and pass that experience to others. I work with young Asian boys who have had everything done for them. I facilitate their drive to get away on expedition, they have to take care of themselves, put up the tent, cook, clean up etc. I am changing the cycle and making them more self-reliant. This is very powerful in the Asian community.</p> <p>The ripple effect. I now have the training, qualifications, skills and experience. We are now passing this on by training and skilling up our volunteers to lead their own communities: Polish, Chinese, Indian, African etc.. They understand their communities better than we do.</p> <p>I have motivated my friends and family and community not to laze around and do nothing, but introduced them to another world, once they experience that they want more!</p> <p>I have the knowledge and desire to preserve the environment on a different level. We now recycle, eat healthy and local. This is passed on to community groups (litter management, snacking etc)</p> <p>I have knowledge of outdoor games/activities and the ability to pitch it at the right level, for the right age group, cultural adaptations etc</p> <p>This project has given me so many opportunities as a person, leader and member of my community. I have used everything and set up so many experiences from events, residentials and long-term biking, walking and exploration projects with Al-Meezan. The women and children just keep wanting more!</p>	<p>It was great to meet you all and to get to know your stories and learn about the Weekend Club, I think things like this should be more available for people from refugee backgrounds, as Jaan said earlier, they don't have the means to do things like this. They can really benefit from it. Lots of the groups I work with in the mental health foundation say they would like to be out in nature, so if this could be organised for more people that would be great, I think it's amazing. Thanks again.</p> <p>The feedback from the trip was fantastic. Participants said, "I got the chance to meet new people and it was fun!" and "A wonderful trip for all of us. I loved the walk and enjoyed the waterfall." As with previous events we found that the women seemed to appreciate it being a women only event and the dynamic was relaxed and joyful. This time the women also enjoyed having children present as they were fully engaged and clearly had a great time. One child said it was "the best trip ever!" and another said, "I think the trip was amazing!" They thoroughly enjoyed "exploring" and the feeling of freedom being in the countryside. They loved the walk to the waterfall in spite of heavy rain, identifying trees and birds with the park rangers and swinging on the hammocks along the path.</p> <p>Working in partnership with Backbone volunteers (CLP Participants) was extremely valuable for us. They brought expertise I don't have in leading outdoor trips as well as extra support – we would not have attempted to deliver an event of this kind without this help. The volunteers also provided a wealth of ideas and enthusiasm as well as practical support. Their communication was very good and I particularly appreciated that one of the volunteers visited the site in advance and did the walk and a risk assessment so that we knew what to expect.</p>
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Conclusion

The Community Leadership project was highly successful with outputs exceeding the targets set. The project was quite challenging in terms of year round national delivery and retention. However, with a creative and more flexible delivery plan we were able to offer opportunities to the wider community with outstanding results.

The project has direct benefits for everyone involved:

- Community members having increased access to nature and all of its benefits, living healthier and greener lifestyles.
- Community members having a greater awareness and understanding on what they can do to protect our natural environment.
- Community members using nature as a medium to understand and integrate with people from all backgrounds
- Participants have had increased opportunities to develop and grow in the environmental arena, providing more volunteering and employment opportunities.
- Community organisations have developed their infrastructure to be more robust and sustainable, safely introducing members to the power of engaging with nature
- Environmental organisations have reached out and are more confident working with people of all backgrounds. Developing creativity in delivery and opportunities to learn and grow from community groups

Backbone will be applying the learning from this project as we move forward into 2019 and onwards. Backbone continue to strongly influence the way marginalised groups, particularly Black & Minority Ethnic groups and women engage with nature, this includes building community capacity to deliver community owned, sustainable environmental initiatives.

Backbone would like to thank all our partners and look forward to further developing our partnership working.

