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Chair's Report



The Junction recently launched our new strategic plan, covering the period 2017 to 2022. This builds on 12 years of experience of working with young

people in Leith, affirming our commitment to offer an evolving range of integrated services, hearing contributions through our Junction Youth Advisors, evolving and sharing our nested provision model, and undertaking influencing work exploring the wider structural inequalities which impact on young people.

To support this new phase, we've changed our structure, with our Director and founder Sam Anderson now focussed on sharing our model, and influencing external policy and strategy. Suzanne Campbell is now our Service Manager, responsible for the day to day running of the Junction. It's great that our key roles were staffed from within our existing team, and this also allowed Mo Ford to take on additional responsibilities as Senior Project Worker. We've also launched the SHINE group and Creative Express, supporting young people to find different ways to express themselves.

The board has also been developing, with new members Andy Mason, Sue Diamond and Sam Jelf. Andy Mason is supporting me as Vice Chair, and we have a new treasurer, Alastair Davies. We've adopted a more peer based approach, undertaken a skills audit and have a development plan in place. The aim is for the board to evolve and keep pace with the development of the Junction.

I'd like to take the opportunity to say thanks to all our contributors: young people (especially our Junction Youth Advisors); our brilliant, creative and resilient staff team; our volunteers, including the board; partners who work with us to develop and deliver services; funders, who enable everything we do and the community of Leith, for the continual support we receive.

Special thanks go to Irvine Welsh, Andrew McDonald and the Trainspotting 2 team – it's amazing to feel part of the T2 family.

Warm wishes

Mags Easton

Chair of the Board of Directors - The Junction

Little did I imagine last April when Producer Andrew Macdonald dropped by The Junction to pick up our Patron Irvine Welsh for a coffee and to discuss the upcoming filming of Trainspotting 2, quite what an impact the film would have for The Junction. I got a hint of it when Irvine got in touch later to say he and Andrew were keen to look at auctioning off the props of T2 and wanted The Junction and Calton Athletic to be the beneficiaries. Alongside this we were given tickets to the premiere (and after party for a lucky few) to allow not only young people, volunteers and staff to attend but other tickets to auction. In Andrew's words, "I was introduced to the Junction by their Patron Irvine Welsh last April and was so impressed by what I had seen that when it came to choosing the two beneficiaries of T2 Trainspotting Memorabilia Auction, The Junction was an obvious choice. It feels really apt to be supporting The Junction in this way as it works with young people to reach their potential on the very streets Trainspotting grew out of '.

As important as the unrestricted funds their auctions raised has been the raised profile for The Junction and an increased

interest in our unique ways of working.

This increased interest has been well timed to complement my change of role where, thanks to funding from Paul Hamlyn Foundation and Comic Relief, operational responsibility has been handed over to the highly capable hands of Suzanne Campbell. This has created space for me to concurrently consider alongside young people how we can better share our good practice nested provision model and better influence change to the systemic inequalities which impact so negatively on young people's lives.

Warm wishes

Sam Anderson

Junction Director

The Junction-Young People, Health & Wellbeing

Director's Report





Service Manager's Report

The creation of the Service Manager role at The Junction is a significant step in its evolution; it marks a major shift in the focus of Sam's work, bringing exciting new possibilities for the organisation and young people. Consequently, this has given me the amazing opportunity of leading The Junction and ensuring the delivery of high quality health and wellbeing services for young people.

It is a privilege to be part of this transition at The Junction and I have undertaken it with enthusiasm, passion and some trepidation. In order to support my evolution from Senior Project Worker to Service Manager, I was successful in securing a place on the new Clore Social Leadership Programme - Clore 6. Clore 6 was specifically developed for new leaders in the Youth Sector and it has been an intense and inspiring six months. It has allowed me build on my existing skills, with particular focus on self awareness, growing personal resilience, working with others and how to understand and navigate the complex and changing environment in which The Junction operates.

Change is also a theme locally (as well as nationally and globally), therefore it has been apt to be involved in new strategic partnership: The Junction is part of The Young Person's Substance Use Service (YPSUS) – an partnership of statutory and third sector organisations working together to meet the needs of young people who want support with substance use. This is being supported by our new Substance Use Project Worker, Caroline Crozier, who the Junction was fortunate enough to take on

after the closure of the Castle Project. She brings with her 15 years of substance use support and education to add to our already experienced and knowledgeable staff team.

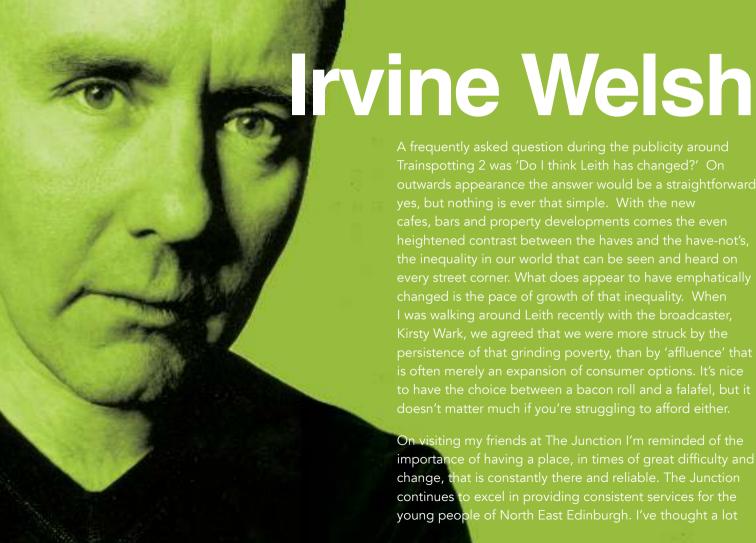
There are often many nurturing features that can support evolution, therefore I would like to say thank you to The Junction's Trustees and amazing Staff Team, from the Clore 6 Programme and all who have supported The Junction.

It is often quoted that change is the only constant, so I am excited about what will evolve going forward while maintaining high quality health and wellbeing services that continue to meet young people's needs.

Warm Wishes

Suzanne Campbell Service Manager





desolate place? The team at The Junction show and current choices and other possibilities that might be there for you. And while you might not be able to change your to be and how you wish to react to circumstances, and where you want to go. What strengths, skills and learning you already have, and what a truly amazing thing your

When at The Junction I am constantly reminded of my own journey from young man to middle age, and the importance of creativity as a way of coping with the world a way of learning, a way of play, a way of being. This is at the heart of the Junction's work, and it is the young people's creativity, insight and often, indeed, wisdom that is breathtakingly inspirational. Their energy, their moral compass, is awe inspiring and puts jaded old cynics like



myself back in contact with the beauty of hope. I was particularly pleased to be able to link them into all the Trainspotting 2 experiences they've heartily embraced, and to the enrichment of the project as a whole. But as entertaining as a movie, a book, a play or TV show is, once it's been and gone it becomes of secondary importance to all the great ones that are yet to come along. And it's only by providing safe spaces like The Junction, where young people take the opportunity to find their voice, that we can we ensure all those terrific things will indeed come to fruition.

Our Staff Team

SAM ANDERSON

Director

SUZANNE CAMPBELL

Service Manager

HAYDEN KILPATRICK

Senior Counsellor

MO FORD

Senior Project Worker

APRIL-WENDY HAYES

Creative Express Senior Development Worker

ASIA KOZYRA

Project Worker and Volunteer Counsellor

IAN HIGGENBOTHAM

Project Worker

DANNI SZERSZYNSKA

Project Worker

CAROLINE CROZIER

Substance Use Project Worker

ALICE HEYWOOD

Office Administrator

LINDSEY CHALMERS

Sessional Massage Therapist

Our Board of Trustees

MAGS EASTON NE

NEIL ARCHIBALD

ALASTAIR DAVIES

GRANT HUTCHISON

ANDY DEY

KAREN MCCALLUM

MICHAEL KELLET

ANDY MASON

SUE DIAMOND

SAMANTHA JELF

Thanks to Our Volunteers

CAROLINE BURRELL, ROLAIN BRADBEER, JESSICA ERB

NICOLE BRADLEY (COMMUNITY EDUCATION STUDENT ON PLACEMENT 2016)

MARJORY BURNS, FIONA BAKER, LISA WILLIAMS, ARI LOPET

NIKOLETTA THEODOROU



It truly was a year full of change, which began by saying a fond farewell to the wonderful Youth Advisors who had so ably supported us in previous years, and who were now moving on to employment and further education.

Next we spent time promoting, recruiting and evolving our new team; and what an amazing team they turned out to be! With eight new members making a difference to the organisation, challenging staff and the services to be the best that they could be; whilst evolving their own understand of health and wellbeing issues for local young people.

Their influence reached further than expected when they hosted a visit from The Loft (a youth project from Keith), who were curious to learn more about us and what we do, to help them develop their own services.

One JYA played a significant role in the recruitment of two staff positions, through the co-hosting of informal 'get to know The Junction' meetings for short-listed candidates.

In addition to monthly meetings JYAs also took up opportunities, such as meeting our patron Irvine Welsh and attending the Trainspotting

Two premier, Representing us at a Cashback For Communities event, held at the Scottish Parliament and visiting the Scottish Portrait Gallery.



JYAs also explored a variety of Junction services, such as drop-ins, walk-ins, complementary therapies and Creative Express workshops – so that they might better understand, and in turn promote, the organisation.



"FOR ME THE JYAS IS NOT ABOUT BEING HERE FOR A MUCK ABOUT, ALTHOUGH IT IS STILL FUN AND SOCIABLE - BUT FOR ME IT'S ABOUT COMING HERE TO LEARN AND DEVELOP, TO SHARE MY KNOWLEDGE AND PERSPECTIVE, IT'S ABOUT COMING HERE TO WORK AND GROW."



"IT'S MADE ME GET MORE INVOLVED AND I'M HAPPIER FEELING THAT I'M DOING SOMETHING GOOD WITH MY TIME!"

"STAFF ARE REALLY FRIENDLY, DOWN-TO-EARTH AND TREAT YOUNG PEOPLE WITH RESPECT."

"IT'S HELPED ME TO DEVELOP MY OWN OPINIONS"

VOICE YOUR CHOICE



Young people took part in our consultation, answering questions in our waiting area, at school/college and on the street.

Young people told us what was important to them in a young people's health & wellbeing service.

Some of the main themes were:

Confidentiality

Trustworthy & friendly staff

Respecting young people as equals

They were most likely
to have previously
used Walk-in.
One-to-one support
and Sexual Health
services.

100% of respondents agreed that The Junction Is a safe & welcoming place, that support here is helpful and that they'd recommend us to a friend.

We surveyed young people at street, school

and college outreach sessions.
79% of young people surveyed
at outreach sessions had
heard of The Junction before

COUNSELLING, ONE TO ONE SUPPORT AND SEXUAL HEALTH

work were the services young people were most likely to have heard of.

Young people were asked to describe The Junction in one word.
Their answers were:



Young people also said:

"WHEN YOU FEEL YOU HAVE NO-ONE TO SPEAK TO, THE JUNCTION CHANGES THAT"

"ALL STAFF ARE AMAZING, TAKE EVERYONE INTO CONSIDERATION AND YOU CAN HAVE A LAUGH WITH THEM"

"I THINK THE JUNCTION IS DIFFERENT BECAUSE YOU CAN TELL THEM EVERYTHING"

Counselling

The Junction continues to provide a unique counselling service to 12-21 year olds in North East Edinburgh. Through our dedicated and experienced counsellors, the service has offered 670 sessions to over 50 young people.

"Their courage from first contact to engaging in a therapeutic relationship is amazing. To be able to sit in a room and explore the past, the present, how you would like to be and change requires so much strength and trust that certainly I as a counsellor, and indeed a fellow human being am inspired. I feel very fortunate and honoured to be trusted to be a part of young people's life and exploration"

- Hayden Kilpatrick, Senior Counsellor.

The counselling team is continually inspired by and in awe of the young people we are privileged to work with.

The Junction's nested provision model means we can offer our other services before, during or after counselling. Young people can choose which level and type of support they receive. This fluidity of choice can often give power back to the young person if they have experienced misuse and abuse of power or are feeling powerless.

Counselling at The Junction involves learning, developing and evolving - a young person may present with difficult emotions, and through counselling, they can explore these feelings as well as their strength, courage, hope and joy.



Counselling has had a deep others and the world around life with me."

"I've just turned 21 and have sort of been going through all the people who have made an impact in my life, and making me the person who I am today, and you, along with a couple of friends and my family, have been one of them. You helped me through a very dark time in my life, and really did help me shape myself into the person who I am today, and for that, I'd like to say thank you."

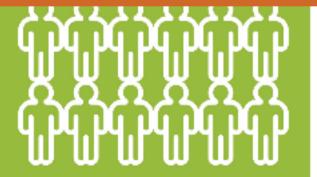
"The staff have always prover to be incredibly friendly and welcoming and the support I received has helped me along the way to becoming the confident person that I am today. The work they do is truly incredible and I hope that other young people continue to enjoy the same experience that I have."

"A person is a fluid process, not a fixed and static entity; a flowing river of change, not a block of solid material; a continually changing constellation of potentialities, not a fixed quantity of traits."

- Carl R. Rogers



ONE-TO-ONE



The one-to-one service offers young people a safe space to explore healthy ways of coping with difficult situations, which enables them to make more positive life decisions. Our Project Workers support young people on a weekly basis for approximately 10 sessions. The support is tailored towards meeting the needs of young people. This year we were also able to provide more specific support focusing on trauma.

The young people who have accessed the one-to-one support came with a wide array of issues including: self-harm, suicidal thoughts, depression, bullying, panic attacks, anxiety, eating disorders, anger management, relationships, confidence, post-traumatic stress disorder, identity and emotional and sexual abuse. In total, we offered 533 one-to-one appointments to 55 young people.

This case study illustrates how some people might benefit from our one-to-one support service:

A young person visited their GP with worries relating to their severe anxiety; they were struggling with

leaving their house and attending school. The GP recommended a visit to The Junction. The young person was familiar with the service, since their older brother accessed one-to-one support in the past.

They came with a clear one-to-one support goal:



they wanted to be able to manage their anxiety, so they could attend school on regular basis. They attended for a total of 16 sessions.

During the sessions, the Project Worker helped to identify triggers and also explored different strategies to deal with them.

The worker also encouraged the young person to speak about their struggle to their school. The young person disclosed the fear that they might be taken away from their family, if they shared how they were feeling. The worker explained the child protection policy which made the young person feel reassured and ready to speak to their guidance teacher.

After that session, the young person became more comfortable talking about their feelings and opened up about difficulties dealing with their mum's depression and dad not being around.

During the last few sessions, the young person reported feeling much more confident. They did not struggle to go to school anymore. They still experienced some anxiety sometimes but knew how to deal with it. They felt more able to speak to other people about how they feel and also felt less worried and impacted by the family

situation. They were proud of the changes they made during support.

Some quotes from young people who have used the one-to-one service:

"I am now more aware of what I am feeling and know that it's okay to feel sad or angry"

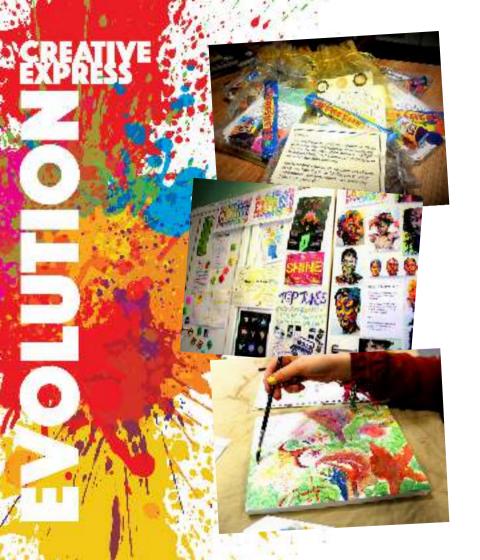
"I now have ways to cope with negative thoughts or feelings"

"I feel like emotionally I have improved as I rarely feel low anymore."

"The 1to1 sessions have just really helped me, which wasn't what I expected and it was a really nice surprise"

"Coming to talk about what is going on for me is like walking about all day with a heavy rucksack then taking it off and letting it all go"





The Junction has always been packed full of innovative, imaginative and creative young people, volunteers and staff, and 2016 saw the start of our exciting new service 'Creative Express', which focuses on the positive impact creativity can have on health and wellbeing.

The service includes one-to-one support, during which young people can work in any medium they choose - to explore their thoughts, feelings, hopes and goals. Some paint, some draw, some doodle, whilst others write poetry or prose. Some young people utilise all these and more.

This work led to our weekly drop-in 'Creative Hours', for young people who feel they would like to move on to small group work, as they continue to use creativity as part of their proactive weekly wellbeing routine.

Creative Express also undertakes local outreach, which included working across The Citadel Youth Centre, and Pilton Youth and Children's Project. These particular sessions used creative writing and crafting to explore relationships and understandings of 'Kindness', how an act of kindness can positively impact the health and wellbeing of the person who provides it.

We also worked in partnership with Leith Library to deliver 'Torn-In' workshops, that explored how young people are represented in mainstream media. Another Creative Express highlight was the 'Creative Canvases', where young people volunteered their time to paint canvases to be displayed throughout The Junction.

Moving forward the plan is to embed Creative Express even more firmly within our nested provision and to continue to explore new partnerships and opportunities.





Our twice-weekly drop-ins provide a flexible and responsive service for young people to access the support they need. Our welcoming drop-in space allows young people to have a hot drink, juice and fruit while they chat to workers or other young people and take part in activities and discussions around our theme of the month. Previous themes have included stress, self-care, alcohol and neurodiversity. Our Friday drop-in offers free massage. Young people can also request to see a worker one-to-one to talk about any issues that are coming up for them, or access our sexual health services.

This year we had 271 visits to 99 drop-ins. There were a range of reasons for young people accessing the drop-in, including low-mood, anxiety or self-harm and suicidal thoughts. Some wanted to talk about their gender identity or sexuality. Many young people came along to access free condoms, or for pregnancy tests or chlamydia tests.

One young person, who came to the drop-in with a group of her friends said: 'I like it here already, you feel like you can really be yourself





WALK-IN

Young people said:

"It's really good to be able to talk to someone, I think it'll make a huge difference"

"Coming here is my number one priority"

"I feel so much better, I can't talk to anyone else about this"

"The tools I've got from coming here are really helpful"

We are now in our third year of providing a walk-in service – this was set up in response to young people needing more flexible access to emotional wellbeing support and sexual health services. Young people can come to talk to workers on their own terms and as often as they need to. Walk-in appointments also allow young people who may not feel comfortable in the drop-in environment (sharing the space with other young people) to feel more relaxed about accessing support.

This year there were 165 walk-in appointments attended during 80 twice-weekly sessions. Workers have supported young people with issues such as anxiety, relationship difficulties, sexual health, self-harm, exam stress, identity and bullying. Workers supported young people to discuss their feelings, access relevant information and find coping strategies. Around a third of young people accessing walk-in chose to refer for further support via counselling or one-to-one.

Schools Work

We carried out 33 sessions of school outreach, meeting a total of 1258 young people within three local schools and a nearby college.

Our outreach stalls are an opportunity for young people to find out more about our services, and tell us about what is important to them. We visit local schools and Edinburgh College on a monthly basis, bringing our own leaflets as well as other information that may be relevant to young people.

Activities, such as our 'Wheel of Fortune', and quizzes or surveys on a range of issues often lead to discussion with young people around issues that are coming up for them.

This can provide natural opportunities for young people to find out more about the kinds of support on offer as well as building rapport with staff.

'It was a lively session – we had lots of questions from S1s about drugs, sex and condoms'

'I think it's great that you're doing what you do – you understand us' (young person) We also provide regular group work in local schools and community organisations, which this year totalled 26 sessions reaching 305 young people. Topics covered have included emotional wellbeing, sexual health and drugs and alcohol.

'The session was very well received – all the young people fully participated, gave great inputs and asked lots of questions'

'It was fun and very well done!' (young person)



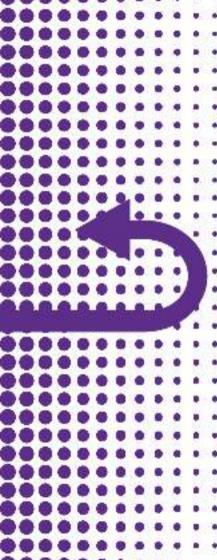
Substance Use Project Craigmillar & Portobello

The Substance Use worker has been providing a service to young people in Craigmillar and Portobello for over 16 years. Caroline Crozier was relocated to The Junction in 2016 when the Castle Project closed and continues to provide the service from its new home. The project provides:

Drug education to local schools from Primary 7 to Senior phase in high school in line with Curriculum for Excellence Health & Wellbeing outcomes for substance use

Tier 3 one-to-one support for young people aged 12–18, either for their own substance use or parental substance use

Training and awareness events for workers and out of school provision



This Financial Year

579 young people received a service with 71 sessions delivered.

18 young people received 1:1 support with 72% showing improvement.

Undergoing major surgery meant that work did not take place for several months of the year and Caroline thanks clients and colleagues for their support during this time.

Young People's Substance Use Service

YPSUS involves statutory and Third Sector agencies who co-ordinate the city-wide delivery of personalised support and medical interventions to address the problematic and harmful use of drugs and alcohol by young people. This service assists young people who go beyond experimentation and progress to using substances to a harmful level. The Junction is involved as one of the partners in this service and attends monthly meetings.

POSITIVE PATHWAYS PROJECT

Positive Pathways is aimed at 14-16 year olds who may be struggling to engage with formal education. The programme provides learning experiences in the outdoors, exploring the environment and local green spaces throughout Edinburgh and the Lothians. The aim of the project is to help young people make positive changes to beliefs and behaviours that impact on their health and wellbeing.

Exploring local green spaces can give young people a sense of adventure, time for reflection, and can build confidence and hope for their challenges in life. The trips are also a chance for young people to build rapport and trust in the staff team and learn more about our range of services at The Junction.

The Positive Pathways programme has been available to three of the main secondary schools in North East Edinburgh - Drummond Community High School, Trinity Academy and Leith Academy.

The Junction has offered secondary schools 8 Positive Pathways programmes from 2016 - 2017

There have been 94 attendances, by 34 different young people during the programme.

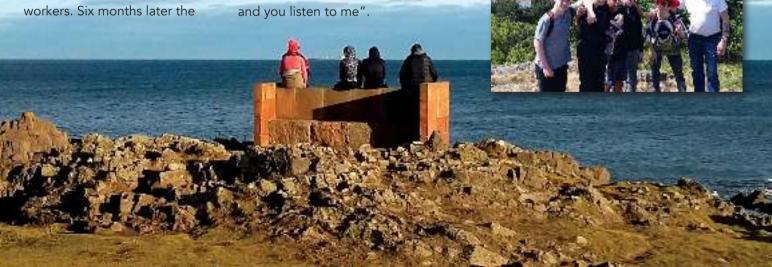
Case Study

A young person aged 15 took part in the Positive Pathways Programme. The programme explored a variety of outdoor green spaces. During this time they shared their experiences of crime, violence and gangrelated altercations. They were relieved that they were given the opportunity to offload these negative feelings and experiences with Junction workers. Six months later the

same person was proposed for the Positive Pathway programme again. The young person disclosed they had asked to go back on the programme to off-load their feelings.

Workers were then able to give time for informal one-to-one conversations during the four-week period. After the programme the young person evaluated that "I feel a lot better, and you listen to me".







Street Outreach 2016-2017

The Junction's Street Outreach programme has been a very positive one over the last year. We have reached out to a significant number of young people in the Leith area, including many who do not access other Junction services.

Our Tuesday Street Outreach sessions have seen the team navigate around Leith's high school areas, meeting young people of all ages. We have promoted Junction services through positive, informative interactions. Young people have also had the opportunity to take part in health surveys and quizzes. This has tied in with the Junction's thematic programme at our drop-in, which promotes a different health topic each month. One of our surveys was on 'Heritage' (via Heritage Lottery) – instead of our usual holistic health topics, this was a chance for young people in Leith to contribute to a wider community discussion.

The Junction's Friday Street Outreach sessions have seen the team explore young people's socialising areas, covering green spaces around Leith. Junction staff have joined in and taken part in basketball and football. The Junction has maintained connections with Streetwork in Edinburgh and we work together on a monthly basis, giving an extra dimension and dynamic for young people.

In the last year from April 2016 – March 2017 The Junction Street Outreach team has met 677 young people during 76 sessions.

Wellbeing Group

This will be the fifth year of the wellbeing group, which was created as an opportunity for young people to explore different issues impacting their life in a group setting. The group promotes the benefits of talking about difficult emotions, seeking support as early as possible and emotional literacy.

This year's programme was aimed at second or third year pupils who may like more structured support yet do not feel quite ready for individual appointments.

A variety of topics were covered themed around emotional wellbeing, such as identity, anger, assertiveness, changes, coping strategies and what it means to be a young person.

We have continued to offer wellbeing groups across our three partner schools: Drummond, Trinity and Leith Academy. This year 13 young people attended 23 sessions. At the end of the sessions, most of the young people stated that they were more able to cope with difficult emotions and that they are more likely to use healthy coping strategies.

One young person said:

"The group was fun and helped me with dealing with my emotions."

SELINE

SINGING HEALTHY INDIVIDUAL NURTURED EMPOWERED



Young people have often told us that singing can be a great tool for improving their wellbeing. In response to this, we are working in partnership with Performance Psychology Specialists at Noble House to offer a singing for wellbeing project to young people.

We are currently running our third term of SHINE and have delivered both group and individual work offering calming and grounding techniques, singing technique, creative work and other confidence boosting tools. This year, we worked with 11 young people over 24 individual sessions

and 6 group sessions. Some young people recorded songs at a local studio and were happy to take home a professional recording of their singing. Young people reported increased confidence after taking part in sessions.

One young person said 'Since I used to be quite shy before, I decided to sing for confidence. Now I'm less introverted'. Another participant said 'It's amazing how making small changes can have such a big effect on my singing... and when I hear myself making those sounds I feel better about myself'.

Sainsbury's

As a small organisation, it's not often we have a team of volunteers at hand to help with fundraising and raising our profile, so it has been a new and welcomed experience being in partnership with Sainsbury's Meadowbank store. It's especially nice to be chosen by members of the community who voted for us in store after reading about our services.

We decided to use this partnership as a chance to raise our profile in the local community, so we set up a stall in the Meadowbank store for the day with a tombola prize draw and information about our services.

In March, Sainsbury's organised a night of music to raise money for The Junction which included music from our very own Senior Project Worker, Mo. Both events were great fun and raised money to support The Junction.

We have also received support in the form of art supplies for young people and prizes for fundraising events, as well as receiving money from their 5p bag tax.



T2 Trainspotting

In 2017 the much anticipated sequel to Trainspotting was released, which made it an exciting year for Edinburgh, and especially our Leith-based charity.

Our first glimpse of T2 Trainspotting came when we spotted film crews shooting scenes on Great Junction Street where we are based. Later that month our Patron, Trainspotting author Irvine Welsh, dropped in to catch up with board and staff and also met one of our youth advisors Danielle.

T2 Trainspotting producer Andrew Macdonald also popped in to say hi. They chatted to our Director, Sam, about changes to The Junction's services in recent years. Irvine commented that it was great to see everybody and witness all the terrific work we do.

The film was released on January 22nd and The Junction team, including some young people,





were lucky enough to attend the Premiere and some of us even went to the after party!

We were also given two tickets to auction, which raised £3,000 for our charity. As we arrived at the Premiere, we were asked to walk down the 'orange carpet' where interviews were being held. Some of The Junction team were lucky enough to bump into the cast members before they went into the screening to introduce the film.

A highlight of the night was when Director Danny Boyle gave a talk before the screening, providing some of his own reflections on the production of the much anticipated Trainspotting sequel as well as introducing the cast members

In March 2017, we were grateful to receive further support from the T2 team as we were chosen to be one of two charities to benefit from the T2 memorabilia auction, which took place in

Glasgow, as well as an online sale the following month. Andrew said that he was so impressed by what he had seen when he visited us with Irvine that the Junction was an obvious choice when it came to choosing a beneficiary of the auction.

He also said it felt really apt to be supporting The Junction in this way as we work with young people to reach their potential on the very streets Trainspotting grew out of.





How we work...

The Junction is committed to Peer Working – an innovative approach which seeks to develop different structures, principles, practices, systems and processes than those which traditionally support organisations.

Peer Working is underpinned by the following values:

- Distributed power, authority and influence
- Collaborative decision making
- Relationships based on the whole person
- Openness, mutual respect and equality of voice
- Authentic hierarchy

Peer Working at The Junction is something which is continually evolving; it is both inspiring and challenging. Over the past year we have developed many of our practices, systems and processes to be more peer based, by continually adapting and learning from our own experiences.

One of the ways we have developed a process to enable greater peer working is through a subgroup model to support the implementation of our new strategic plan. The subgroups comprise of people with the skills and knowledge best placed to make decisions relating to that group – resulting in a more authentic hierarchy. Each subgroup contains a Trustee, a Senior Worker and representatives from the staff team.



The Junction – Subgroups | Vision/Terms of Reference

PRINCIPLES

Subgroups comprise of at least one of the following: board member, senior management team member and staff member. Collaboration is key. There is no lead, just differing roles and reporting.

This approach is consistent with a peer-based approach but does not replace the responsibility of the management team or staff to deliver in accordance with the Strategic Plan, or undermine the role of the board in governing the organisation

REVIEW

The group will formally review the relevance and value of its work on an annual basis and report to the Board, the Management Group, and the Staff Team. Terms of reference will be reviewed annually as well.



KEY AREAS

EVOLUTION SUBGROUP

Development Stakeholders & relationships Succession planning Strategic thinking & planning

FINANCE SUBGROUP

Funding systems/processes Fundraising Financial planning Annual budget

PEOPLE SUBGROUP

Organisational development Roles & responsibilities Recruitment Policies & procedures

OPERATIONS SUBGROUP

Processes & functions Quality assurance Evaluation Learning organisation

BACKGROUND

Subgroups create an opportunity for board, management group and staff team members to work together in support of key aspects of running The Junction. They enable knowledge, skill and experience to be pooled to generate ideas, make proposals and tackle issues.

The Board benefits through having deeper engagement and understanding about The Junction through staff. Management and staff benefit through having a support mechanism and escalation path when decision points or issues

FREQUENCY OF MEETING

Subgroups will meet, as a minimum, twice per annum. Additional meetings will be scheduled as required to deliver the work plan and as agreed by the Subgroup members

The Sub Group will agree their meeting dates following agreement of the annual schedule of Board Meetings and Development Days

Fundraising

Dragon Boat Race:

In June 2016 'The Junctioneers' took park in the Dragon Boat Race. We were up against 17 other teams and having never entered the competition before we were chuffed that we came in SECOND! This was a great opportunity to connect with the local community and has created many fun memories. Massive thank you to our sponsors,



our crew, Lloyds Banking Group who joined our team and Leith Rotary Club for organising the event.

Staff from Lloyds Banking Group also offered their practical support when a group of them (including our chair Mags) gave us a day to paint some of our premises.



Winter Fundraising:

This year The Junction took part in Great Scottish Events winter fundraiser. We signed up to be a nominated charity which means members of the community, supporters and service users can take part for free when donating to The Junction.

This was a great excuse to be active, get outdoors and meet other charities based in North East Edinburgh. We had lots of fun and managed to raise over £1,000 with special thanks to Lloyds TSB for match funding our initial amount raised.









Accounts

April 2015 to March 2016

Income

TOTAL INCOME

Edinburgh Alcohol and Drug Partnership Lloyds TSB Foundation for Scotland NHS Lothian - HIF BBC Children in Need CEC - for Young People Affected by Parental Substance Use (YPAPSU) Robertson Trust - Positive Pathways Rank Foundation - Positive Pathways Foundation Scotland - for Positive Pathways Big Lottery for Senior Project Worker RS MacDonald Charitable Trust Other Grants - up to £10,000 Donations Activities for generating funds Fees & other incoming resources	£35,600 £38,894 £45,000 £14,897 £15000 £9,799 £24,156 £18,536 £97,191 £14,803 £15,499 £7,433
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Expenditure

£494,423

£292,880
£45,876
£4,354
£7,466
£10,409
£17,605

TOTAL EXPENDITURE £378,590

The free reserves of the charity are represented by the general fund, which presently stands at £108,440. The aim of the charity is to have maintain reserves at the level of 3 months expenditure, which is considered a reasonable level to ensure short term continuity in the event of a break in funding. The present free reserves are equivalent to just under 3 months. We have also allocated a designated Future Activities Fund of £128,597.

THANK YOU

Cash Back for Communities * All our partners in the Young Person's Substance Use Service * Christina Mary Hendrie Trust * Citadel Youth Centre * Gannochy Trust * Port of Leith Housing Association * Henry Duncan Awards * Edinburgh College * RS MacDonald Charitable Trust * Drummond Community High School * BBC Children in Need * Leith Academy * Big Lottery: Young Start * Trinity Academy * C:Card * The Oasis Foundation * CEC Children and Families Department * The Rank Foundation * Edinburgh Drugs and Alcohol Partnership * Foundation Scotland * Comic Relief * Youth Link Scotland * The Clore Social Leadership Programme * Youth Scotland * GlaxoSmithKline * Robertson Trust * Healthy Respect * Sainsbury's Meadowbank * Health Opportunities Team * Asda Leith * Leith Benevolent Association * Tesco Great Junction Street * Leith Rotary Club * Everyone who has used our 86Space * Leith Neighbourhood Partnership * Mulberry auction house * Leith Victoria Swim Centre (Edinburgh Leisure) Propstore * Lloyds Banking Group * All of our Individuals donators * Kings Fund * Sony Pictures and all involved with T2 * NHS Lothian * Alchemy Foundation * Lloyds Partnership Initiative * James M McNab Trust * The Paul Hamlyn Foundation * The Maple Trust * Pilton Youth and Children's Project * Canasta Trust * Crew * Creative Scotland * Wester Hailes Youth Agency * Our partners in Peer Works * Jane Bruce * Audrey Birt * Emma Crawshaw * Noble House * Lush Spa Edinburgh * Sophie Forster * Andrew MacDonald * DNA Films * Irvine Welsh

the 86 space*



Our 86Space is a great venue for organisations looking for a regular space to host groups or for ad-hoc meetings. With moveable seating for up to 25 people, capacity for 50 and kitchen facilities available...the space can be used for almost anything!

This year we have rented our 86Space to various third sector organisations and community groups who provide courses on employability, food and nutrition as well as computing classes. It has been great to make these connections and learn more about the services they provide.

Contact info@the-junction.org or call us on 0131 553 0570 for more information or to make a booking.

"The 86Space has been great for our service, catering to all our differing needs. Over the long period we have used the space we have conducted 1-1 meetings, group meetings in addition to delivering courses. Throughout our time using the 86Space we have conducted many 1-1 meetings with service users. It's a welcoming and relaxed feel...privacy has been vital when putting clients at ease and assisting to build rapport. The facilities are of a very high standard and are along with the main door give a sense fantastic the space is. I have never been less than thoroughly impressed with Calum Gauld, LinkLiving



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Charity number: SC036721 Company number: 278505

www.the-junction.org

