

FREEDOM OF INFORMATION – CENTRE FOR GOOD RELATIONS

FINANCIAL YEAR	TOTAL FUNDING	FUNDING BREAKDOWN
2021-22	£98,800	Civic Diplomacy, Marches and Parades - £50,997.
		COP26 – Protest Engagement and Dialogue £47,803
2022-23	£70,000	Civic Diplomacy, Marches and Parades - £70,000
2023-24	£123,570	Civic Diplomacy, Marches and Parades - £65,000
		Protest and Demonstrations Civic Mediation - £40,000
		Steward and Marshal Training - £18,570
2024-25	£165,000	Civic Diplomacy, Marches and Parades - £65,000
		Protest and Demonstrations Civic Mediation - £59,800
		Steward and Marshal Training - £40,200
2025-26	£168,300	Civic Diplomacy, Marches and Parades - £70,000
		Protest and Demonstrations Civic Mediation - £68,300
		Steward and Marshal Training - £30,000



Six Month Progress Report Grant Funding 2023-24

Organisation: Centre for Good Relations Community Interest Company

Project: Community Safety Unit Grant Fund

Total Funding Granted: £65,000

Completed By: [redacted under s.38(1)(b) – personal data]

Contact Email: [redacted under s.38(1)(b) – personal data]

We have tried to make this form as accessible as possible however if you need further assistance please contact a member of the Community Safety Unit team.

On completion this form should be returned to [redacted under s.38(1)(b) – personal data]

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1	Provide a very brief overview of the project receiving funding from the Grant in 2023-24 (max 200 words).
<p>The key aims of our project work in 2023-24 are as follows:</p> <ul style="list-style-type: none">▪ • To support the leaders of agencies and organisations in partnership working to prevent and address the escalation of community tensions, and so to reduce the risk of violence.▪ • To help improve and strengthen organisational structures, mechanisms and networks to enable partners to work effectively to recognise and address conflict.▪ • To equip people with the capacity and skills to recognise conflict and to respond to it appropriately.▪ • To carry out casework and to deliver ‘building good relations’ activities to address issues which have been identified in local communities e.g. within and between football fans groups and relevant agencies, tensions in specific local areas, and improve resilience and social relations. <p>Our work programme builds on in previous years in which we have used civic mediation and delivered training and capacity building activities so as to contribute to the development of the civic architecture and relationships which can enable all communities to feel heard and valued; to help improve approaches to managing public spaces and assets; to help reduce the risk of violence; and to contribute to social cohesion.</p>	

2	Your Project Outcomes and Progress Please reflect on your planned work carried out so far and the progress which has been made as a result including your contribution to a Safer Communities objective.
Outcome 1: Leaders of agencies and organisations will be supported in partnership working to prevent and address the escalation of community tensions	
Key work done towards achieving this outcome:	
<p>CfGR team members have regularly engaged and sustained contact with key people in agencies and organisations in line with working to achieve this outcome.</p> <p>Activities include regular phone conversations and emails with representatives of Police Scotland (re Glasgow and Lanarkshire), meetings with local government officers in Glasgow and South Lanarkshire, meetings with councillors of different parties in Glasgow and North Lanarkshire, meetings with community contacts in Glasgow and Lanarkshire, West Dumbartonshire.</p> <p>Where appropriate, these contacts have led to CfGR participating in (and often facilitating) meetings which have brought together the Police and Orange Order (e.g., Rutherglen Police Station April 2023, Motherwell Police Station June 2023 and August 2023), and a meeting between senior Orange Order representatives and a Scottish Government Minister (August 2023).</p>	

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What impact has this work had as a result? *E.g. how many people have been impacted by this work and how have they benefitted from it directly or indirectly.*

There have been just under twenty five direct participants in this strand of work – all of these have key roles as influencers and, in some cases, as strategic and operational decision makers, and therefore our understanding is that the considerations which we have facilitated and supported about options to work in ways which prevent and address the escalation of community tensions will have had far wider impact, indirectly on many more people making up that constituency.

Outcome 2: There will be improved and stronger structures and mechanisms to enable partners to work effectively to recognise and address conflict

Key work done towards achieving this outcome:

Work in line with this outcome has involved direct contact with organisers of parading organisations and others so as to develop links, contacts and to support consideration of the risks and potentials of conflict.

These have included multiple engagements with Orange Order representatives at county and district level, and face to face meetings. These have included conversations about controversial issues and how to handle them, and about options for how to react to sectarian incidents. Appropriate contact has also been maintained with ABOD. This year, we have also developed direct contacts with some loyalist bands, both in Glasgow and West Dumbartonshire.

CfGR attended and worked around the re-routed Orange Order parade in Bridgeton, Glasgow, 30 June, having had conversations with police and Orange Order about relevant issues in the weeks prior. We have also attended and worked around the large Boyne parades in Glasgow (1 July) and Larkhall, Lanarkshire (8 July)

As contributions to this strand of work, we have had face to face meetings and other contacts including with supporters' liaison officers at Rangers and Celtic FC; with the Chief Exec of Scottish Premier League Football Trust; people in local organisations (Church of Scotland, community groups).

What impact has this work had as a result?

Around 100 people have been directly involved in this strand of work – again, in many cases – with a wider impact and positive ripple effect into the networks they are part of.

Although we have not succeeded in establishing formal 'tension monitoring' systems through this work (people have felt that their existing commitments mean that they are not able to take on additional formal responsibilities), there is most definitely an increased awareness of factors that contribute to the escalation of conflict amongst the people we have worked with, and they have stated that this has proved helpful to them in addressing and reducing such risks.

Outcome 3: People will have the capacity and skills to recognise conflict and to respond to it appropriately.

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Key work done towards achieving this outcome:
<p>CfGR delivered a dialogue / capacity building session for Orange Order representatives in Glasgow, June 2023; a conflict awareness session (full day equivalent) for Orange Order representatives in Glasgow, June 2023; a full day conflict awareness session for people working in Glasgow neighbourhoods affected by marches and parades (Possilpark, September); and a structured discussion session on responding to conflict with Orange Order representatives in a part of South Lanarkshire (September), which explored frustrations, feelings, views etc which they have had: over policing when it has not felt needed; police not being present at pinch points when needed; double standard in the way that Orange walks and other protests are policed, managed and reported; antipathy towards the political leadership etc. This particular session was very useful in feeding into the design of steward and marshal training (see below).</p>
What impact has this work had as a result?
<p>Fifty-four individuals took part directly in the formal training and structured discussions sessions described here (there were sixty-four discrete attendances, with ten of the individuals attending on the two sessions in Glasgow in June 2023 being the same individuals).</p> <p>By October 2023, CfGR had established a range of links and contacts so as to arrange further conflict awareness sessions in the final months of 2023 and the beginning of 2024 (further community sessions in Glasgow; conflict awareness training for all community police officers in South Lanarkshire (which once completed will be 120 officers); further training for parading organisations.</p> <p>The work also laid the basis for and fed into the design of the steward and marshalling training which was arranged in late 2023 and is being delivered in January – March 2024.</p>
Outcome 4: Casework and building good relations activities will address identified issues in local communities and improve resilience and social relations
Key work done towards achieving this outcome:
<p>A significant piece of casework has been developed and continues in a part of South Lanarkshire, with multiple contacts and meetings with local council, police, Orange Order representatives, Community Council, individuals in the private sector, community members, and local representatives of relevant organisations: issues around sectarian graffiti, football-related dynamics, marches and parades.</p> <p>As part of this, CfGR has attended events and a parade in the area to assess community impact.</p>
What impact has this work had as a result?
<p>Around fifty people have been engaged directly in this work to date, and there is a view on the part of key organisations that CfGR’s contribution has proved helpful in settling</p>

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community tensions which seemed to be emerging in the spring of 2023. By October 2023, CfGR was beginning to work with contacts so as to look ahead to and be proactive in positively managing issues around the 2024 marching season.

3

Have there been any unanticipated outcomes, achievements or project developments? Please include any additional work done that was not mentioned in your funding application or delivery plan.

During October, the impact of the conflict in Gaza and Israel led to CfGR complementing its work around the impact of Orange Walks with some work around pro-Palestinian protests. (This work has now been granted additional and complementary funding, both requiring and allowing CfGR to increase its capacity so as to work around both Orange Order and related parades and protests and the Palestine / Israel issue).

One unanticipated outcome of work up until October 2023 was that we found that some of the community contacts, political contacts and understandings which we had developed were directly relevant to the 'new' strand of work on Palestine / Israel.

4

Have there been any significant challenges while working to achieve your outcomes so far, will these challenges impact on project delivery as anticipated?

We need to accept that it has continued to be difficult to engage representatives of some relevant organisations. Though our efforts continue and 'our door is open', this strand of the work has not developed as we would wish. This does not impact on our project delivery in terms of the numbers of people we will work with across the year, but it does mean that our work is tilted towards the people and organisations who are responding to our offers. Whilst the interaction we are having with them has positive effects, we recognise that we would like to have a more balanced set of relations with and a track record of work with a wider range of organisations and communities.

5

What has been your biggest success story of the year so far and why?

We would highlight two stories:

The very week after the conflict awareness session (full day equivalent) we delivered for Orange Order representatives in Glasgow, June 2023, some of the participants were marshalling a parade which was disrupted by a man coming and standing in the way of the parade. It was fed back to CfGR that "we followed the training we had received, and rather than escalating the situation or things developing where the man might have got hurt, stewards managed the situation calmly and then co-operated with police so that the man's protest continued from the side of the road and the parade continued". This was

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felt by the participants to be a satisfactory outcome and one which directly made use of the skills and confidence they had developed through coming on the session we delivered.

In an area south of Glasgow, we have had feedback from the Police and community representatives that the conversations we had and our 'presence' around the threatened increase in sectarian tensions in spring 2023 had a positive impact, reducing the risk of those tensions developing any further than they did.

6 Have you reached or are you on track to achieve your project milestones?.

Yes: see answer 4. Above.

7 What are your goals for the rest of the year?	
Project Outcome	Goals
1 -	Systematic planning by agencies and organisations for the 2024 marching season. Identify ways in which the networks and understandings we have developed through the work so far could be consolidated in the 2024 – 2025 financial year.
2 -	Deeper and wider contact with organisations and individuals in communities affected by marches and parades so as to support them in responding positively to any issues generated. Identify ways in which the networks and understandings we have developed through the work so far could be consolidated in the 2024 – 2025 financial year.
3 -	Further conflict awareness training courses in Glasgow and Lanarkshire.
4 -	Complete casework project in an area south of Glasgow. Identify possible casework projects for the 2024 – 2025 financial year.

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End of Year Report Safer Communities Grant Funding 2023-24

Organisation: Centre for Good Relations

Project: Community Safety Unit Grant Fund

Period: April 2023 – March 2024

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<https://www.itspublicknowledge.info/foisa-exemptions>

On completion this form should be returned to [redacted under s.38(1)(b) – personal data] by Friday 17th May 2024

Project Information	
Main Contact for Report	[redacted under s.38(1)(b) – personal data] [redacted under s.38(1)(b) – personal data]
Amount of Grant received	£65,000 for core work £40, 000 for work around protests and demonstration £18, 570 for steward and marshal training Total amount of grant received: £123, 570
Budget Actuals	Sent Separately

1	Briefly summarise your funded project’s year of work :
	<p>The key aims of our project work in 2023-24 were:</p> <ul style="list-style-type: none"> • To support the leaders of agencies and organisations in partnership working to prevent and address the escalation of community tensions, and so to reduce the risk of violence. • To help improve and strengthen organisational structures, mechanisms and networks to enable partners to work effectively to recognise and address conflict. • To equip people with the capacity and skills to recognise conflict and to respond to it appropriately. • To carry out casework and to deliver ‘building good relations’ activities to address issues which have been identified in local communities e.g. within and between football fans groups and relevant agencies, tensions in specific local areas, and improve resilience and social relations. • To develop and deliver steward and marshal training. • To develop appropriate connections with some of those involved in and responding to campaigning around the conflict in Gaza, and other campaigning and protest activities, so as to explain our mediative offer. <p>Our work programme built on work carried out in previous years in which we have used civic mediation and delivered training and capacity building activities so as to contribute to the development of the civic architecture and relationships which can enable all communities to feel heard and valued; to help improve approaches to managing public spaces and assets; to help reduce the risk of violence; and to contribute to social cohesion.</p> <p>We have achieved our aims in all these areas in relation to the milestones which we set (see section 3 below), either substantially, or fully, or in some cases through exceeding our targets.</p>
2	<p>How much progress has been made towards your project objectives? TO NOTE: Please do not include any personal information about children or participants that may lead to their personal identification within your report. Personal information should be redacted or anonymised.</p>

Objective 1: Leaders of agencies and organisations will be supported in partnership working to prevent and address the escalation of community tensions

Actions which contributed towards your objective:

CfGR team members have regularly engaged and sustained contact with key people in agencies and organisations in line with working to achieve this objective.

Activities include regular in person meetings, online meetings, phone conversations and emails with representatives of Police Scotland (re Glasgow and Lanarkshire), meetings with local government officers in Glasgow and South Lanarkshire, meetings with councillors in Glasgow and North Lanarkshire, meetings with community contacts in Glasgow and Lanarkshire Council, West Dumbartonshire.

Where appropriate, these contacts have led to CfGR participating in (and often facilitating) meetings which have brought together the Police and Orange Order (e.g., Rutherglen Police Station April 2023 and February 2024, Motherwell Police Station June 2023 and August 2023), and a meeting between senior Orange Order representatives and a Scottish Government Minister (August 2023).

The impact you have made as a result and how you know this: Please refer to any data gathered, measurements techniques, proxy data etc.

There have been just under thirty five direct participants in this strand of work – all of these have key roles as influencers and, in some cases, as strategic and operational decision makers, and therefore our understanding is that the considerations which we have facilitated and supported about options to work in ways which prevent and address the escalation of community tensions will have had far wider impact, indirectly on many more people within agencies and local communities.

Objective 2: There will be improved and stronger structures and mechanisms to enable partners to work effectively to recognise and address conflict

Actions which contributed towards your objective:

Work in line with this outcome has involved direct contact with organisers of parading organisations and others so as to develop links, contacts and to support consideration of the risks and potentials of conflict.

These have included multiple engagements with Orange Order representatives at county and district level, face to face meetings, throughout the year. These have included conversations about issues and how to handle them, and about options for how to react to difficult incidents. This year, we have also developed direct contacts with some loyalist bands, both in Glasgow and West Dumbartonshire.

CfGR attended and worked around the re-routed Orange Order parade in Bridgeton, Glasgow, 30 June, having had phone conversations with police and Orange Order about relevant issues in the weeks prior. We have also attended and worked around the large Boyne parades in Glasgow (1 July) and Larkhall, Lanarkshire (8 July) and followed up with attending some smaller Orange Order parades in the autumn of 2023 and spring of 2024.

As contributions to this strand of work, we have had face to face meetings and other contacts with supporters' liaison officers; with the Chief Exec of Scottish Premier League Football Trust; people in local organisations (Church of Scotland, community groups).

The impact you have made as a result and how you know this: Please refer to any data gathered, measurements techniques, proxy data etc.

Around 120 people have been directly involved in this strand of work – again, in many cases – with a wider impact and positive ripple effect into the networks they are part of.

Although we have not succeeded in establishing formal 'tension monitoring' systems through this work (people have felt that their existing commitments mean that they are not able to take on additional formal responsibilities), there is most definitely an increased awareness of factors that contribute to the escalation of conflict amongst the people we have worked with, and they have stated that this has proved helpful to them in addressing and reducing such risks.

Objective 3: People will have the capacity and skills to recognise conflict and to respond to it appropriately.

Actions which contributed towards your objective:

CfGR delivered a dialogue / capacity building session for Orange Order representatives in Glasgow, June 2023; a conflict awareness session (full day equivalent) for Orange Order representatives in Glasgow, June 2023; three full day conflict awareness session for people working in Glasgow neighbourhoods affected by marches and parades (Possilpark, September and December 2023; Govan, December 2023); four full day conflict awareness sessions for over 80 community police officers in Lanarkshire (November and December 2023, January and February 2024) and a structured discussion session on responding to conflict with Orange Order representatives South Lanarkshire (September 2023), which explored frustrations, feelings, views etc which they have which have (over policing when not needed; police not being present at pinch points when needed; perceived double standard in the way that Orange walks and other protests are policed, managed and reported; antipathy towards political leadership etc. This particular session was very useful in feeding into the design of steward and marshal training which has been developed as a pilot programme (it should be noted that this training is being funded as a separate, additional contract for which an evaluation summary has been submitted). We have also had structured conversations, including presentations, with a number of Glasgow Councillors in the City Chambers (particularly in March 2024).

The impact you have made as a result and how you know this: Please refer to any data gathered, measurements techniques, proxy data etc.

164 individuals took part directly in the formal training and structured discussions sessions described here (there were 174 discrete attendances, with ten of the individuals attending on the two sessions in Glasgow in June 2023 being the same individuals). Feedback from participants has shown that they have valued the training and feel that it will help them to approach difficult situations more positively and confidently in the future.

Outcome 4: Casework and building good relations activities will address identified issues in local communities and improve resilience and social relations
Key work done towards achieving this outcome:
A significant piece of casework was delivered in a part of South Lanarkshire, with multiple contacts and meetings with local council, police, Orange Order representatives, Community Council, individuals in the private sector, community members, and local faith organisations representatives: issues around sectarian graffiti, football-related dynamics, marches and parades. As part of this, CfGR has attended events and parades to assess community impact and liaised regularly with relevant organisations.
What impact has this work had as a result?
Around fifty people have been engaged directly in this work, and there is a view on the part of key organisations (police, Orange order) that CfGR's contribution has proved helpful in settling community tensions which seemed to be emerging in the spring of 2023. In the spring of 2024, CfGR was worked with contacts and refreshed and confirmed contacts between relevant people so as to look ahead to and be proactive in positively managing issues in 2024.
Outcome 5: Develop and Deliver Steward and Marshal Training
Key Work done towards achieving this outcome:
A Centre for Good Relations identified an appropriate, experienced trainer to deliver training workshops, developed content appropriate for the Scottish context, and delivered six pilot sessions, attended by a total of 137 participants.
What impact has this work had as a result?
The feedback from those participating in the sessions has been consistently positive. Impact is being assessed independently. A significant number of participants said that they would use the knowledge and skills acquired through the programme not only through the organisations they were 'representing' when they came to the training, but also with other organisations they are involved in and which hold events, including processions and parades. We will be engaging with statutory agencies in the coming months to determine whether the training of individuals is feeding through to actions during marches and parades in communities.
Outcome 6: Work around campaigning and protest activities
Key Work done towards achieving this outcome:

Being present and working around multiple protests, demonstrations and campaigning events in Glasgow and Edinburgh, making connections and explaining our role to protestors, campaigners, counter-protestors; liaison with police and other organisations.

What impact has this work had as a result?

Increased number of connections and understanding of the offer of mediation around protests and demonstrations. Developing understanding by CfGR team members of issues, laying basis for future work. Some sharing of information between organisations in situations where this was suggested and agreed by the relevant organisations.

3 How many of your milestones were achieved? Was there any work which was not completed and if so why and what work was funding redirected to instead?

Milestones	Achievement/Result/Impact
Engaging with people to maintain and develop relationships with relevant agencies, organisations, and members of local communities	Fully achieved - Maintaining and developing ongoing relationships with relevant agencies, organisations, and members of local communities. Relationships were clearly met, as evidenced in some of the meetings and training events detailed below.
Work around marches, demonstrations and protests	Fully achieved – CfGR was present at marches and parades on a regular basis, and in excess of our on-average target of ‘at least once every two months between April 2023 and March 2024’.
Developing networks and partnership working	This was achieved, and partnership working was developed, though without this being formalised into, for example, agreed formal processes on tension monitoring.
Dialogue and capacity building programmes for parading organisations	Achieved to a large degree – this then fed through into the separate and larger-scale accredited training programme for marshals and stewards which was piloted in parallel to the last phase of this 2023-24 project.
Conflict awareness training and mediation awareness sessions	CfGR exceeded our targets in this respect, for example delivering conflict awareness training to over eighty community police officers in Lanarkshire; to a number of voluntary sector organisations in areas of Glasgow, and meeting a range of Glasgow councillors from different parties in the City Chambers. During the final quarter of 2023-24, we also arranged mediation awareness sessions for COSLA and training for other organisations, which are to be delivered in the first quarter of 2024-25.
Casework initiatives	We met this milestone through our ongoing casework in Lanarkshire – and continue to liaise with contacts in the football sector, where our hopes for developed casework projects have not yet been realised.
Community dialogue events	We met this milestone through organising informal community conversations on an ongoing basis during the second half of the year, building on the more formal events held during the earlier part of the year.
Steward and Marshall training	Curriculum developed; pilot training programme delivered for over 130 participants in Glasgow and Edinburgh.
Protest activity	Fully met in terms of the scale and extent of our presence at protest, demonstrations and campaign events: connections and relationships to be built up as basis for offering mediative interventions in future.

4 How did this work contribute to the delivery of a Safer Communities objective?

- I. Prevent violence and reduce its harm using a trauma informed approach;
- II. Build community cohesion and support partners to prevent and reduce crime and anti-social behaviour through multiagency working;

- III. Engage individuals and communities through education to tackle sectarianism, understanding difference and building tolerance;
- IV. Support effective person-centred multi-agency working to keep people safe;
- V. Work with partners to understand and seek to address the underlying causes of feeling unsafe in the community.

Taken together, the full range of our activity has primarily addressed the Safer Communities Objective iii: engaging individuals and communities through education to tackle sectarianism, understanding difference and building tolerance. It has also addressed Objective ii: building community cohesion and supporting partners to reduce anti-social behaviour through multi-agency working.

5 Has there been any unanticipated outcomes or achievements you haven't mentioned?

From October 2023, the impact of the conflict in Gaza and Israel led to CfGR complementing its work around the impact of Orange Walks with work around pro-Palestinian protests. (This work has required CfGR to increase its capacity so as to work around both Orange Order and related parades and protests and the Palestine / Israel issue, and to have capacity to work around other marches, protests and demonstrations).

One unanticipated outcome of work up until October 2023 was that we found that some of the community contacts, political contacts and understandings which we had developed were directly relevant to the 'new' strand of work on Palestine / Israel. For example, some of the members of republican organisations who we had not developed strong links with were involved in supporting some of the protests on the Palestine / Israel issue, as were a number of trade unionists). We will continue to explore these links as we move forward.

6 Have there been any significant challenges or changes? Did anything go wrong and what have you learnt from this experience?

It has continued to be difficult to engage senior representatives of some organisations in Glasgow. Though our efforts continue and 'our door is open', this strand of the work has not developed as we would wish. This has not impacted on our project delivery in terms of the overall numbers of people we worked with across the year, but it did tilt our work towards the people and organisations who responded to our offers. This has had positive effects, but we recognise that we would like to have a more 'balanced' set of relations with and a track record of work with a wider range of organisations and communities.

CfGR have engaged an increasing number of football fans directly through our work around marches and parades, and we have attended useful meetings at both football clubs.

7 If you have any underspends from this project, please explain why, the amount this relates to and what your organisation may do in the future to mitigate this risk:

Due to additional work being carried out around protests on behalf of the Scottish Government we have drawn down funding after work has taken place and this has been demand led and led to some staff availability issues. As we continue to increase the associate practitioner capacity at CfGR, we hope that this would address any staffing issues in future.

8 Your biggest success story is:

We would highlight three stories:

The very week after the conflict awareness session (full day equivalent) we delivered for Orange Order representatives in Glasgow, June 2023, some of the participants were marshalling a parade which was disrupted by a man coming and standing in the way of the parade. It was fed back to CfGR that 'we followed the training we had received, and rather than escalating the situation or things developing where the man might have got hurt, stewards managed the situation calmly and then co-operated with police so that the man's protest continued from the side of the road and the parade continued'. This was felt by the participants to be a satisfactory outcome and one which directly made use of the skills and confidence they had developed through coming on the session we delivered.

In an area of Lanarkshire, we have had feedback from the Police and community representatives that the conversations we had and our 'presence' around the threatened increase in sectarian tensions in spring 2023 had a positive impact, reducing the risk of those tensions developing any further than they did.

In Lanarkshire, the recognition by the police of the potential value of our work led to them arranging a one day 'conflict awareness' programme for community police officers. This was well received and subsequent sessions were arranged so that all Lanarkshire's community police officers were invited to take part, with over eighty of them attending across the four occasions which the course was run. Positive feedback has been shared by Lanarkshire with Glasgow senior police officers, and it is hoped that the programme can be replicated in the city.

Signature (please ensure this is signed by a higher level organisation member or another high level organisation member other than the report producer, and who has thoroughly reviewed the submission):

I confirm that this report is accurate in reflecting the performance of my organisation in utilising the grant provided by SG to achieve the agreed outcomes.

Signed:

Print Name: [redacted under s.38(1)(b) – personal data]

Position in Organisation of Person Signing: Director and Senior Practitioner

Date: 13/05/2024

Place of Signing: CfGR Main Office.



Six Month Progress Report Grant Funding 2024-25

Organisation: Centre for Good Relations Community Interest Company

Project: Community Safety Unit Grant Fund

Total Funding Granted: £165,000

Completed By: [redacted under s.38(1)(b) – personal data]

Contact Email: [redacted under s.38(1)(b) – personal data]

We have tried to make this form as accessible as possible however if you need further assistance please contact a member of the Community Safety Unit team.

**On completion this form should be returned to [redacted under s.38(1)(b) – personal data]
by 8th November 2024**

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Notices

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Your Project Outcomes and Progress	
1	Please reflect on project work carried out so far and the progress which has been made as a result, including your contribution to a Safer Communities objective.
Project Outcome 1: Leaders of agencies and organisations will be supported in partnership working and the development of structures, mechanisms and processes to prevent and address the escalation of community tensions.	
Key work done towards achieving this outcome:	
<p>This work has proceeded well with the organisations with which CfGR has developed relationships – these have improved further and deepened over this year. Informal and more systematic, formal and in-depth meetings which improve systems, structures and mechanisms have been held with the Police, Glasgow council (both officers and members of most political groups represented on the council), parading organisations and some religious organisations – CfGR relationships with some organisations continues to be underdeveloped. More detailed and specific information available on request.</p> <p>CfGR has attended and worked around a range of parades and events, including large and small loyal order parades in Glasgow and Lanarkshire, and in Inverness; trade union led events in Glasgow, Edinburgh and Dumfries; and a high-profile protest against immigration and a counter protest to that in Glasgow at the beginning of September.</p> <p>This work is distinct from the separately funded programme of work around ‘protests and demonstrations’ which operates on a draw-down basis.</p>	
What impact has this work had as a result? <i>E.g. who has been impacted by this work? How have they have benefitted? What are the short and long-term impacts on individuals and communities? How do you know this?</i>	
<p>The effect of this work has been to support a range of organisations in their reflective and well-considered practice and decisions about how to handle particular difficult issues.</p> <p>As part of building up the capacity of CfGR, we have attracted and trained several new associates through involving them in the work, on-the-job training, and through reflection / training sessions.</p>	
Project Outcome 2: People will have the capacity and skills to recognise conflict and to respond to it appropriately.	
Key work done towards achieving this outcome:	
<p>As well as informal accompaniment work, CfGR has continued to deliver training, conflict awareness sessions, and skills development activities, including with colleagues from COSLA and with community organisations which work in areas of Glasgow which are impacted by parades and demonstrations, and more widely by difficult and challenging</p>	

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dynamics in community relations (including around the impact of migration and changing demographics, and the anxieties caused in Scotland by the disorder and rioting in some English towns and cities in July and August 2024). At the time of submitting this return, we are organising conflict awareness sessions for a couple of political groups.

This training is complemented by the separately funded programme of Marshals and Steward training, covered in outcome 5 below.

What impact has this work had as a result?

Feedback from all of our training, sessions and skills development activities has been positive and participants have said that they feel that it helps them respond to and navigate difficult issues in well-considered ways.

Project Outcome 3: Casework and building good relations activities will address identified issues in local communities and groups and improve resilience and social relations

Key work done towards achieving this outcome:

We have completed a significant piece of casework in Lanarkshire which led to and confirmed improved relations and channels of communication between key organisations. This work helped address and reduce the risk of sectarian community divisions in a key town, according to key stakeholders.

We have begun a piece of casework to address contested issues and conflicted relationships in an area outwith Glasgow.

More detailed and specific information available on request.

What impact has this work had as a result?

The piece of completed casework helped address and reduce the risk of sectarian community divisions in a key town, according to key stakeholders.

The work in relation to this outcome has further developed the skills and confidence of CfGR to address issues.

Project Outcome 4: Baseline survey to measure 'the problem' will develop and improve understanding of the motivations of different stakeholders to protest

Key work done towards achieving this outcome:

CfGR has held reflection sessions with some stakeholders to this end and has met a number of relevant academics and carried out some desk research. However, given the uneven relationships which CfGR has, and given wider issues to do with the work, this project outcome has not yet proceeded to the extent that we had hoped and envisaged that it would. See section 2 below.

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What impact has this work had as a result?
In spite of limited progress, CfGR's understanding of the issues on which we are working has advanced, and we will be in a position to share this in due course, in a form to be determined through deciding on the issues covered in section 2 below.
Project Outcome 5: Develop and Deliver Steward and Marshal Training
Key work done towards achieving this outcome:
<p>There has been a high level of interest in the training, and a series of dates have now been arranged for most of the fifteen one-day accredited training programmes. It is anticipated that the delivery of this programme will significantly improve confidence, capacity and skill levels on the part of stewards and marshals, and this can be taken into account by the police and councils during their risk assessment work in respect of events of which they are notified.</p> <p>Fourteen scheduled training have been arranged (Glasgow and west of Scotland, Perthshire / Central Scotland, and Edinburgh). In the case of many of the Glasgow dates, some participants will be travelling in from other places. Some further dates to be arranged in due course:</p>
What impact has this work had as a result?
<p>The training has been well received, and has been used as the basis for an assessment of practicalities for taking this work forward on the basis that training will be provided in house. On this basis, in September 2024 we proposed the grant payment for this strand of work in 2025-26 should be reduced.</p> <p>This would facilitate work to</p> <ul style="list-style-type: none">• transition from the external trainer to the in-house trainer• maintain a quality assurance relationship the external trainer• fund the organisation and delivery of ten training courses
Project Outcome 6: Work around campaigning and protest activities
Key work done towards achieving this outcome:
Being present and working around multiple protests, demonstrations and campaigning events, mainly in Glasgow and Edinburgh, making connections and explaining our role to protestors, campaigners, counter-protestors; liaison with police and other organisations. Some facilitated conversations by agreement.
What impact has this work had as a result?
Increased number of connections and understanding of the offer of mediation around protests and demonstrations. Developing understanding by CfGR team members of issues, laying basis for future work. Some sharing of information between organisations in situations where this was suggested and agreed by the relevant organisations, and there have been some facilitated conversations by mutual agreement between different groups and individuals.

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2	Have there been any significant challenges while working to achieve your outcomes so far? Will these challenges impact on planned project delivery and is there any assistance or support we can provide?
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In spite of ongoing efforts, and some helpful conversations, we need to accept that it has continued to be very difficult to engage representatives of one of some particular organisations in Glasgow. Though our efforts continue and 'our door is open', this strand of the work has not developed as we would wish. This does not impact on our project delivery in terms of the numbers of people we will work with across the year, but it does mean that our work is tilted towards the people and organisations who are responding to our offers. Whilst the interaction we are having with them has positive effects, we recognise that we would like to have a more 'balanced' set of outcomes in terms of relations with and a track record of work with a wider range of organisations and communities.

Reflecting on this issue within our deepening awareness of the range of activities being carried out by a range of partners funded through Scottish Government, we propose that it would be useful to organise a co-facilitated process to bring some of the threads of all the work on sectarianism together and help add value and support the network of partners in what we are doing: we repeat this point below at section 5.

3	What has been your biggest success story of the year so far and why?
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Successful case work.

Improved and deepening relationships with colleagues in several parading organisations, and with Glasgow council (members and officers).

4	Have you reached or are you on track to achieve your project milestones?.
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Broadly. See sections 5 and 6 below.

5	Have there been any unanticipated achievements or project developments? Please include any additional work done that was not mentioned in your funding application or delivery plan.
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Partly as a result of reflecting on the challenges outlined in section 2, we have identified a range of needs as detailed below, and as previously communicated.

We propose that it would be useful to organise a co-facilitated process to bring some of the threads of all the work on sectarianism together and help add value and support the network of partners in what we are doing.

6	What are your priorities for the rest of the year?
Project Outcome	Priorities
1 – Support partnership working	Ongoing meetings with agencies, parading organisations, further attendance at marches and parades.
2 – Capacity and skills development	Further training and skill-sharing to be delivered, and some further development of CfGR capacity.
3 - Casework	Proceed with casework mentioned address contested issues and conflicted relationships in an area out with Glasgow. Identify at least one other issue to address through casework.
4 – Baseline survey	Organise a co-facilitated process to bring some of the threads of all the work on sectarianism together and help add value and support the network of partners in what we are doing. Produce a report from this process taking stock of the current issues which partners are working on and sharing colleagues’ understanding of the issues.
5 – Marshal and steward training	Conclude planned programme, evaluate and lay basis for future delivery in house.
6 – Work around protests and demonstrations	Continued presence at demonstrations and protests in order to explain role, develop relationships and offer a mediative approach where people involved in a situation feel that this may be of use to them.

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End of Year Report Safer Communities Grant Funding 2024-25

Organisation: Centre for Good Relations Community Interest Company

Project: Community Safety Unit Grant Fund

Total Funding Granted: £165,000

Completed By: [redacted under s.38(1)(b) – personal data]

Contact Email: [redacted under s.38(1)(b) – personal data]

Notice: All grant related documents are saved on SG's internal filing system and can be subject to FOI upon request. You will be informed by SG if your documents are relevant to an FOI request. There are limited exemptions which may be applied to redact some contents if appropriate. More information can be found here:

<https://www.itspublicknowledge.info/foisa-exemptions>

On completion this form should be returned to [redacted under s.38(1)(b) – personal data] by Friday 16th May 2025

Project Information	
Main Contact for Report	[redacted under s.38(1)(b) – personal data]
Amount of Grant received	£65,000 plus supplementary award of £40,200 for training programme of marshals and stewards, plus £59,800 for work around protests and demonstrations.
Budget Actuals	Please remember to attach your full budget return in your email alongside this report. This template will be provided alongside this report template.

1 Briefly summarise your funded project's year of work :

Our work has proceeded well across all the objectives, as detailed below. We have worked with statutory agencies and campaigning organisations to develop partnership working and increasingly effective structures, mechanisms and processes to prevent and address the escalation of community tensions; successfully delivered relevant casework in particular areas which has been well received; and delivered a range of training and conflict awareness sessions.

We have liaised regularly with officers in the Community Safety Unit and networked with and brought together people from other organisations working around sectarianism in order to ensure effective alignment of the different projects.

From early 2025, and in liaison with officers from the Community Safety Unit, our work covered by this grant has expanded in range so as to address selected issues around / expressed in youth violence. This is detailed further in respect of Objectives 1 and 3 below.

2 How much progress has been made towards your project objectives?
 TO NOTE: Please do not include any personal information about children or participants that may lead to their personal identification within your report. Personal information should be redacted or anonymised.

Objective 1: Leaders of agencies and organisations will be supported in partnership working and the development of structures, mechanisms and processes to prevent and address the escalation of community tensions.

Actions which contributed towards your objective:

This work has proceeded well with the organisations with which CfGR has developed relationships – these have improved further and deepened significantly over this year. Informal and more systematic, formal and in-depth meetings which improve systems, structures and mechanisms have been held with the Police, Glasgow council (both officers and members of most political groups represented on the council), parading organisations and some religious organisations – CfGR relationships with some organisations continue

to be underdeveloped. Our meetings have included small and 'bilateral' meetings (i.e. CfGR meeting with one organisation at a time), as well as larger workshop-type meetings which have brought a range of different organisations (parading and membership organisations and statutory agencies) together for shared consideration and reflection, including one in a Glasgow hotel in February 2025 which was attended by colleagues from the Community Safety Unit. More detailed and specific information available on request.

CfGR has attended and worked around a range of parades and events, including large and small loyal order parades in Glasgow and Lanarkshire, and in Inverness; trade union led events in Glasgow, Edinburgh and Dumfries; a high-profile protest against immigration and a counter protest to that in Glasgow at the beginning of September; and a parade in the east end of Glasgow in November which did not proceed as planned in the context of a protest / vigil; and liaised with a parading organisation so as to reflect on concerns and complaints that they raised around policing at two Glasgow parades.

Our work in this area has become increasingly concrete and specific during the course of this year, with the deepening relationship we have with agencies and organisations meaning that we are able to support detailed consideration of options, contingencies and risks.

CfGR also played a key role in convening and leading a Glasgow meeting (government building, February 2025) of the range of organisations supported and funded by the Community Safety Unit to work to counter sectarianism, so as to pool information and considerations about the context we are working in and to share points on good practice.

CfGR's considerations around context have led to us beginning to understand and relate to expressions of sectarianism as particular forms of behaviour generated by a wider field of social contention. In the particular local areas where we have been working, this field of contention generates other, related, but specifically determined problems and issues. We had already suggested that we expand the focus of our work to relate our conflict resolution approaches to some of these when, in early 2025, we were approached by community members and organisations in an area of north Glasgow to work around serious expressions of youth violence. This has now developed into a substantial and multi-dimensional piece of case work, involving a range of relevant partners as well as young people and community members – see Objective 3 below.

On the basis of this work, CfGR was invited to facilitate a nationally publicised session on youth violence which brought together the First Minister and other Scottish Government representatives with people working on and affected by the issue – this took place in Edinburgh in January 2025.

The impact you have made as a result and how you know this: Please refer to any data gathered, measurements techniques, proxy data etc.

The effect of this work has been to support a range of organisations in their reflective and well-considered practice and decisions about how to handle particular difficult issues.

Particular events, including the relevant February Glasgow hotel meeting, elicited very positive comments from senior representatives of organisations which had taken part, who saw it as evidence of – and as a basis for – improving relations and working practices.

As part of building up the capacity of CfGR, we have attracted and trained several new associates through involving them in the work, on-the-job training, and through reflection / training sessions.

Though our work on youth violence is at an early stage and focussed on just one geographical area, it is already being well-received by some of those who have taken part and provided the basis for our team to be able to facilitate a high profile event on the issue (meeting with First Minister, January 2025) which was seen as well-run and useful by those involved.

Objective 2: People will have the capacity and skills to recognise conflict and to respond to it appropriately.

Actions which contributed towards your objective:

As well as informal accompaniment work, CfGR has continued to deliver training, conflict awareness sessions, and skills development activities, including with colleagues from COSLA and with community organisations which work in areas of Glasgow which are impacted by parades and demonstrations, and more widely by difficult and challenging dynamics in community relations (including around the impact of migration and changing demographics, and the anxieties caused in Scotland by the disorder and rioting in some English towns and cities in July and August 2024). We delivered a conflict awareness session for members of a group of councillors in March 2025 and have offered similar sessions to others. We delivered bespoke conflict awareness sessions in an area of north Glasgow as we began our work in north Glasgow around issues of youth violence.

Within the period covered by this grant, we secured agreement to deliver conflict awareness training in spring 2025 to band members in an area outwith Glagsow: there is interest in this from wider committees, and it is likely that this will be rolled out more widely during 2025.

This training is complemented by the separately funded programme of Marshals and Steward training, about which we include information under outcome 5, below.

The impact you have made as a result and how you know this: Please refer to any data gathered, measurements techniques, proxy data etc.

Feedback from all of our training, sessions and skills development activities has been positive and participants have said that they feel that it helps them respond to and navigate difficult issues in well-considered ways.

Objective 3: Casework and building good relations activities will address identified issues in local communities and groups and improve resilience and social relations

Actions which contributed towards your objective:

We have completed a significant piece of casework in Lanarkshire which led to and confirmed improved relations and channels of communication between key organisations. This work helped address and reduce the risk of sectarian community divisions in a key town, according to key stakeholders.

We have completed a piece of casework to address contested issues and conflicted relationships between a parading organisation, related organisations, and statutory agencies in an area outwith Glasgow.

Another piece of casework, in Glasgow, and relating to frustrations and issues which arose around a large parade in June 2024, was scoped, but has not yet proceeded as it relates to a wider policy issue which is being discussed on an ongoing basis.

As mentioned above, CfGR is now working on a complex and multi-dimensional piece of casework around youth violence in an area of north Glasgow. Though limited in focus and scope, this has potential to identify and confirm approaches which could be rolled out more widely.

More detailed and specific information available on request.

The impact you have made as a result and how you know this: Please refer to any data gathered, measurements techniques, proxy data etc.

The piece of completed casework in Lanarkshire helped address and reduce the risk of sectarian community divisions in a key town, according to key stakeholders.

Parties to the issue we worked in another area outwith Glasgow have stated that the outcome of this casework either reinstated or led to improved relationships between organisations, and that the process, i.e. the fact that the casework was taking place, enabled leading members of the organisation to manage concerns and frustrations which might otherwise have been expressed in negative ways.

More details available on request.

The work in relation to this outcome has further developed the skills and confidence of CfGR team members to address live and contentious issues in real time.

Project Outcome 4: Baseline survey to measure ‘the problem’ will develop and improve understanding of the motivations of different stakeholders to protest

Key work done towards achieving this outcome:

CfGR has held reflection sessions with some stakeholder to this end, and we have met a number of relevant academics and carried out some desk research.

As detailed above under Outcome 1, CfGR facilitated a meeting to bring some of the threads of all the work on sectarianism together and help add value and support the network of partners working on related issues: this work will proceed further in 2025.

What impact has this work had as a result?

In spite of limited progress, CfGR’s understanding of the issues on which we are working has advanced and was shared with partners in the Glasgow government building meeting in February 2025.

Project Outcome 5: Develop and Deliver Steward and Marshal Training

Key work done towards achieving this outcome:

In June 2024, a supplementary budget of £40,200 was allocated to deliver a full pilot programme of Marshal and Steward Training. This built on a short initial pilot programme delivered October 2023 to March 2024, which has been separately and previously reported on.

There was a high level of interest in the training, and fourteen one-day accredited training programmes were delivered, mainly in Glasgow and the west of Scotland, but in some other locations as well. Most of these were taken up by a particular parading organisation, though there were members of other related organisations present at some of the sessions.

This is one short of the fifteen programmes budgeted for. The 'fifteenth' programme has been 'rolled over' and rescheduled for 24 May 2025.

In total, over 470 people have now been trained through the pilot programmes. It is hoped that the rescheduled May date will push the total number of people trained to 500.

What impact has this work had as a result?

Evaluation forms held and analysed by Centre for Good Relations evidences that the programmes were well received, with participants stating that they feel that participating has significantly improved their confidence, capacity and skill levels as stewards and marshals.

In relation to loyal orders, the training carried out is now being taken into account by the police and councils during their risk assessment work in respect of events of which they are notified. CfGR will observe significant parades in 2025 (including 17 May VE parade, Glasgow, and 5 July Boyne commemoration, Glasgow) in order to assess the impact of the training.

From March 2025, CfGR began the progress of transitioning to using an in-house trainer, recruited specifically for the purpose, so as to continue running programmes during 2025-26 on a more cost-effective basis. This involved the new associate shadowing and assisting with the final sessions of 2024-25, alongside the external trainer who has delivered the training to date.

Plans for the 'mainstream' training and 'in-house' training materials are now being developed up on the basis of the 2025-26 funding allocation to CfGR, with two or three additional programmes to be delivered in May 2025. The ongoing work will benefit from an ongoing quality assurance relationship with the external trainer, whose endorsement CfGR will publicise through the certification we provide to those who take part in the programmes.

Project Outcome 6: Work around campaigning and protest activities

Key Work done towards achieving this outcome:

Being present and working around multiple protests, demonstrations and campaigning events, mainly in Glasgow and Edinburgh, making connections and explaining our role to protestors, campaigners, counter-protestors; liaison with police and other organisations. Some facilitated conversations by agreement.

What impact has this work had as a result?

Increased number of connections and understanding of the offer of mediation around protests and demonstrations. Developing understanding by CfGR team members of issues, laying basis for future work. Some sharing of information between organisations in situations where this was suggested and agreed by the relevant organisations, and there have been some facilitated conversations by mutual agreement between different groups and individuals.

3 How many of your milestones were achieved? Was there any work which was not completed and if so why and what work was funding redirected to instead?

Milestones	Achievement/Result/Impact
Develop partnership working through meetings, conversations and workshops to engage partner organisations and developing mechanisms and processes for effective collaboration.	The work progressed as planned, with the partnership working and relationships with those organisations engaged in our work deepening considerably during the year. It is the case that the work is uneven, and that recurrent invites to other organisations to engage and participate have not yet been taken up, though we hold evidence that key organisations are aware of the offer and the 'open door'.
'Reflection and direction' sessions to confirm these partnership arrangements; to consolidate the learning of organisations and individuals; and identify future positive steps.	These took place as planned, both bi-laterally and through larger multi-partner meetings.
Attending protests, parades, events and providing a mediative presence to directly address issues which arise and to develop and deepen relationships with individuals and organisations.	Achieved as planned: we attended fifteen relevant protests, parades and events across the year, as compared to the target set at the beginning of the year of twelve.
Eight or more capacity building programmes and training / awareness sessions delivered across the year for participants from parading organisations; those involved in managing and dealing	Achieved as planned: eight sessions were delivered, including for statutory organisations, political groups and parading organisations.

<p>with parades (councils – officers and elected members; police; possibly business figures); and community members (residents, members of community organisations, volunteers) who wish to develop their capacity to address community issues which result from marches, parades and protests.</p>	
<p>Working on particular issues related to the community impact of marches and parades by addressing problems and concerns through casework which engages people from all the relevant organisations involved in a situation in so far as this is possible.</p>	<p>Two large and complex pieces of casework were carried out and completed to the mutual satisfaction of all the parties which were engaged.</p> <p>Another piece of casework, in Glasgow, was scoped, but has not yet proceeded as it relates to a wider policy issue which is being discussed on an ongoing basis.</p> <p>A significant piece of casework relating to youth violence commenced in north Glasgow in early 2025 and is ongoing.</p>
<p>Steward and marshal training</p>	

<p>4</p>	<p>How did this work contribute to the delivery of a Safer Communities objective?</p> <ul style="list-style-type: none"> I. Prevent violence and reduce its harm using a trauma informed approach; II. Build community cohesion and support partners to prevent and reduce crime and anti-social behaviour through multiagency working; III. Engage individuals and communities through education to tackle sectarianism, understanding difference and building tolerance; IV. Support effective person-centred multi-agency working to keep people safe; V. Work with partners to understand and seek to address the underlying causes of feeling unsafe in the community.
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Taken together, the full range of our activity has primarily addressed the Safer Communities Objective iii: engaging individuals and communities through education to tackle sectarianism, understanding difference and building tolerance. It has also addressed Objective ii: building community cohesion and supporting partners to reduce anti-social behaviour through multi-agency working. Our recently begun work in North Glasgow also addresses Objective i: prevent violence and reduce its harm and Objectives iv and v: support effective person-centred multi-agency working to keep people safe and work with partners to understand and seek to address the underlying causes of feeling unsafe in the community.

<p>5</p>	<p>Has there been any unanticipated outcomes or achievements you haven't mentioned?</p>
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No – although it worth mentioning that the support received from Scottish Government so as to carry out complementary work around ‘protests and demonstrations’ has allowed us to continue making good use of the inter-relationships between the work covered by this report and wider dynamics: the identification of these were recognised as ‘unanticipated outcomes and achievements’ of our work at the end of 2023-24, and it is very positive that we have been able to work on them during 2024-25.

We have also, as discussed previously, expanded the range of our work so as to address selected issues around / expressed in youth violence.

6 Have there been any significant challenges or changes? Did anything go wrong and what have you learnt from this experience?

Although there have been some positive moves in this respect, we continue to face challenges in engaging senior representatives of some of the organisations we would like to be in more contact with. Though our efforts continue and ‘our door is open’, this strand of the work has not developed as we would wish. This has not impacted on our project delivery in terms of the overall numbers of people we worked with across the year, but it did tilt our work towards the people and organisations who responded positively to our offers. This has had positive effects, but we recognise that we would like to have a more ‘balanced’ set of outcomes in terms of relations with and a track record of work with a wider range of organisations and communities.

CfGR have engaged an increasing number of fans directly through our work around protests and demonstrations.

7 If you have any underspends from this project, please explain why, the amount this relates to and what your organisation may do in the future to mitigate this risk:

We have liaised with Community Safety Unit colleagues around appropriate use of underspend by ‘rolling forward’ some monies into 2025-26 in the context of expanding our training offer.

8 Your biggest success story is:

We would highlight successful case work in Lanarkshire and in another area outwith Glasgow; the deepening of relationships with parading organisations and statutory organisations as demonstrated in a multi-party hotel meeting in Glasgow in February; and the increasingly extensive take up of our training and conflict awareness training offer. Our work around protests, demonstrations and campaigning activity has built up; there is an increasing awareness of the offer we are making and positive engagement.

Signature (please ensure this is signed by a higher level organisation member or another high level organisation member other than the report producer, and who has thoroughly reviewed the submission):

I confirm that this report is accurate in reflecting the performance of my organisation in utilising the grant provided by SG to achieve the agreed outcomes.

Signed:

Print Name: [redacted under s.38(1)(b) – personal data]

Position in Organisation of Person Signing: Director

Date: 15/05/2025

Place of Signing: CfGR Main Office.