

# Public Document Pack

## ADDITIONAL CIRCULATION



To: All Members of the Council

Town House,  
ABERDEEN, 14 February 2025

## **RECONVENED COUNCIL**

The undernoted item is circulated in connection with the meeting of the **COUNCIL** to be held here in the Town House on **MONDAY, 17 FEBRUARY 2025 at 10.30am.**

ALAN THOMSON  
INTERIM CHIEF OFFICER - GOVERNANCE

## **B U S I N E S S**

### **REFERRALS FROM COMMITTEES**

7.2 Guldry and Mortification Funds Committee - 13 February 2025 - requests for funding (Pages 3 - 24)

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## GUILDRY AND MORTIFICATION FUNDS COMMITTEE

13 FEBRUARY 2025

(A) The Committee had before it a report by the Lord Dean which appended various proposals for funding from the Guildry and Mortifications Fund, as follows:-

- Flourish - £10,000 for 2 years
- Code the City - £4,000
- Tall Ships Traineeship - £2,000 plus VAT

The Lord Dean summarised the proposals, explained the process that had been followed and confirmed that the funding was required from the 2024/25 budget, although the Flourish proposal was for 2 years, i.e. £20,000 in total.

### **The Committee resolved:-**

to support the proposals and refer the matter to Council for approval of the funding.

(B) The Committee had before it a report by the Chief Officer - Capital which sought approval of a recommendation to Council for expenditure to be approved from the Rickart (Richard) Mortification Fund.

### **The report recommended:-**

that the Committee consider the report and recommend that Council -

- (a) approve expenditure of up to £30,000 on repair and renovation works to the Rickart's Tomb from the Rickart (Richard) Mortification Fund; and
- (b) instruct the Chief Officer - Capital to undertake the necessary procurement and to approve the entering into of any contract(s) necessary for the repair and renovation works.

### **The Committee resolved:-**

to approve the recommendations.

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## **GUILDRY & MORTIFICATIONS FUND COMMITTEE FEBRUARY 2025**

### **LORD DEAN REPORT**

The Committee Members and Trustees will be pleased to know that there were positive outcomes to the awards made 2024. All six recipients of the laptops went on to Higher Education in subjects of their choice.

Six of the seven people whose Construction Skills Certificates were paid for from the Fund are still in employment in the construction sector.

The Burgesses of Guild have continue to make a significant contribution to a variety of initiatives, projects and charities in the community. Their contribution in kind is immeasurable. Throughout the year we have also endeavoured to raise awareness of areas of need, research and civic projects which could benefit from input from the Burgesses of Guild.

The Burgesses of Guild have, at every opportunity, shared the awareness raising with the Burgesses of Trade, Seven Incorporated Trades.

This year I submit three proposals for consideration, all three meet the criteria of the Trust Deed:-

#### **1. The Flourish Project**

The Flourish Project exists to equip young people to develop healthy self-esteem, mental and emotional wellbeing. This is done by helping young people, identified as vulnerable, to develop a growth mindset, creating helpful thinking patterns and enabling the young person to start to understand their potential, realizing future aspirations and setting goals for the future.

It is the objective of the Burgesses of Guild to support young people on their pathway to appropriate studies or vocational aspirations. 1 in 10 children and young people aged 5-16 years old have clinically diagnosable mental problems. The statistics paint a picture of a generation increasingly struggling with mental and emotional health resulting in anxiety, depression, self-harm and suicide. These young people need urgent help to get on a positive pathway. They are those who are displaying high absenteeism, disengagement and low achievement levels. At an early age they are doomed to be unemployable, but if their pathways can be changed they could achieve academic and vocational positive outcomes. Without good seeds a flower cannot grow.

The Lord Dean is on the Aberdeen Steering Group of the Homeward initiative and in this role has learned so much about homelessness. Young people who are homeless at school leaving age have little or no hope of gaining employability. Preventative and remedial actions at an early stage can change what has been accepted as inevitable outcomes.

#### **2. Code the City**

This initiative will deliver evening classes on introductory coding, specifically focussed on young people from disadvantaged backgrounds. Extra-curricular classes for advanced technology usually carry a price tag beyond the means of many families. The skills taught give the successful participants an employability advantage. With the support of funding as outlined in the proposal we have an opportunity of establishing a sustainable delivery vehicle for disadvantaged, able students in Aberdeen.

### 3. Tall Ships 2025 Traineeships

The Traineeships offered by the Tall Ships organisation are unique. They are not aimed at young people focussed on futures as mariners but at young people in general. The most common description by young people on completion is that the traineeship changed their lives.

It affords the trainee the opportunity to experience confidence building, teamworking, communication skills, problem solving skills, resilience, indeed – all key attributes sought by further and higher education and employers alike. Such a traineeship is usually beyond the grasp of young people from deprived backgrounds. There are already a good number of Traineeships identified by the participants of the Tall Ships Aberdeen event. Many of the applicants will be self-funded but the opportunity should not be beyond the grasp of young people whose personal financial circumstances prohibit them from applying.

The Burgesses of Guild of the City of Aberdeen wish to support a young person and the city with the aim of achieving a positive outcome for both the person and the city.

Recommendation:

That the Trustees consider the proposals as submitted and grant the appropriate funding to facilitate support to areas of need with the ultimate aim of providing support for young people to achieve their academic or vocational potential and /or goals.

2024 was the first time the Burgesses of Guild had made application to the Fund for many years. The Fund has grown and the city benefits from its existence. It is hoped that the Trustees will look favourably upon the proposals as each proposal supports young people in Aberdeen who otherwise would not benefit from the initiatives thus having lasting repercussions on their futures.

Sylvia Halkerston

Lord Dean of Guild

## **PROPOSAL FOR FUNDING (1) - FLOURISH PROJECT**

### **PUPRPOSE**

The Flourish Project exists to equip young people to develop healthy self-esteem, mental and emotional wellbeing. It is done by helping young people to develop a growth mindset, creating helpful thinking patterns and enabling the young person to start to understand their potential, realizing future aspirations and setting goals for the future.

At the heart of the Flourish Project is the drive to make a meaningful difference in the lives of young people and families within Aberdeen as a community and beyond. It is delivered via the King's Foundation but there are no religious qualifying criteria nor is teaching related to religion. It is open to all.

The mission is simple :- to provide young people with opportunities for growth through mentorship, training, and continuous support. We believe in building a strong, sustainable community by harnessing the power of dedicated volunteers and local resources.

The vision extends beyond academic success. The aim is to equip young people with the confidence, resilience, and self-belief necessary for fulfilling careers and self-sufficiency. Many young people struggle with mental health challenges and self-belief, which directly impacts their motivation, decision-making, and ability to unlock their full potential. If they don't believe in their capacity to excel and to contribute positively to their community, it becomes even harder for them to:

- Stay engaged in education and training
- Build resilience in the face of challenges
- Develop aspirations beyond their immediate surroundings

Often, this lack of self-belief is shaped by their environment where education may not be prioritised, and positive role models are scarce. When young people repeatedly see the same limited opportunities, it becomes difficult for them to imagine a different future for themselves.

### **THE PROGRAMME**

Through their network of passionate volunteers and mentors, they challenge limiting mindsets, inspire ambition, and empower young people to raise their aspirations. The Flourish Project, has seen a single shift in mindset spark transformation, not just for the individual, but for their families and hopefully the entire community.

### **Alignment with Local Priorities**

The work directly supports key objectives within the [Local Outcome Improvement Plan - Community Planning Aberdeen](#), particularly in the areas of:

- **Ensuring Positive Destinations for Young People**
- **Reducing Youth Offending**
- **Improving Child Mental Health**

By fostering self-esteem, mental resilience, and happiness from an early age, there are significant long-term positive outcomes in our societies. While impact measurement in personal development can be challenging, there are already signs that the young people involved in Flourish will go on to build confident, independent lives.

Beyond the immediate personal successes recorded in the lives of young people, Flourish addresses long-term issues such as unemployment, generational poverty, and family instability. As these young people succeed, they build stronger, more resilient families, creating a healthier, more prosperous community for all improving the opportunities for them to reach their academic and/or vocational potential.

## **SUSTAINABILITY THROUGH COMMUNITY INVOLVEMENT**

Flourish is built on the power of community. The success is driven by a diverse team of local volunteers including teachers, professionals, parents, and community leaders who are united by a shared passion for empowering young people.

### **Achievements So Far:**

- **31 adults** have completed a two-day training course to become equipped with the skills to support the programme (they directly run the project for the King’s Foundation).
- **12 additional adults** (form out with our organisation, including teachers, youth workers, and local residents) have received training to extend the project in their local community.
- Strong partnerships have already been built with families, 6 local schools, and local organisations to provide holistic, long-term support to the young people we serve.

Volunteers go beyond academic mentoring. They run **lunch clubs**, provide **one-to-one support**, and create **safe spaces** where young people feel heard, valued, and empowered.

### **The Difference This Funding Will Make 22**

Current efforts have been impactful, but they have reached a critical point where additional funding is essential for growth. Whilst much has been achieved with limited resources, this proposed funding would allow them to:

- Expand training programmes to 3 annually to equip more volunteers and mentors.
- Recruit and retain 2 more skilled staff to manage and grow initiatives.
- Increase outreach to more than 5 schools and young people in need.
- Develop a long-term, sustainable funding model to reduce reliance on short-term grants.
- Ensure that every young person in Aberdeen has the belief, tools, and opportunities to flourish.

### **COSTS:**

<b>2024 (actual) (aim)</b>	<b>2025 (aim)</b>	<b>2026</b>
<b>31 projects</b>	<b>30 projects</b>	<b>35 projects</b>
<b>£16,135</b>	<b>£20,898</b>	<b>£22,136</b>

### **FUNDING SUPPORT REQUESTED**



The funding support sought is aimed at enabling the project with proven outcomes to become a sustainable initiative, therefore the request is perhaps innovative in that we seek £10,000 guaranteed for two years. King's Foundation undertake to raise match funding to continue the project. Too many successful initiatives falter when supported by one- year, rigid funding streams because there is uncertainty regarding staffing. If funding can be secured as proposed it would allow the program to expand to cover more young people and with delivery by trained local, volunteer personnel.

If Local Authority Trust regulations do not permit this pragmatic approach, then the request would be for one year.

### **RECIPIENT OF THE FUNDING**

The King's Community Foundation, a registered charity (Charity Number SC041380). The King's Community Foundation's address is King's Church, King's Way, Bridge of Don Aberdeen.

**Teacher Testimonials are attached.**

Sylvia Halkerston

Lord Dean of Guild

Burgesses of Guild of the City of Aberdeen

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## **Teacher Testimonials:-**

### **Victoria Howard, Head of House, Bridge of Don Academy**

“Emerging from the pandemic we have seen several young people's mental health and confidence decline. The targeted input from Flourish has been indispensable as we look to meet and support these needs. Pupils speak incredibly positively of their experience. The Flourish team have worked quickly to establish effective positive working relationships with young people who have allowed them to uncover inner strengths these young people didn't know they had. “

Lynda Logie, Classroom teacher, Bucksburn Academy

The class hosts a total of 10 young people with varying additional support needs. The young people in the class are vulnerable and struggle with communication, poor self-esteem and challenges self-regulating. The Flourish project has been great in immediately getting pupils active and encouraging positive self-talk. Pupils have been encouraged to support and compliment each other, and this has helped young people to feel more comfortable with accepting a compliment and a boost of confidence - this task is now part of our weekly tasks! The daily 'toothbrush challenge' has encouraged healthy habits in our young people. The project is really helping to bring the class together, whilst supporting our school and class ethos of We developing good mental health, confidence and positive choices. The targeted support provided by the Flourish team has been invaluable to the development of our young people and have provided our young people with lasting relationships with the team delivering the programme. The feedback we have received from young people has been positive and with every new cohort we look forward to hearing their views. Thank you Flourish team!”“together we achieve’

### **Ola Walburn, Head of House, Bridge of Don Academy**

We have sought support from the Flourish project for around three years now with a focus on developing good mental health, confidence and positive choices. The targeted support provided by the Flourish team has been invaluable to the development of our young people and have provided our young people with lasting relationships with the team delivering the programme. The feedback we have received from young people has been positive and with every new cohort we look forward to hearing their views. Thank you Flourish team!”

### **Neil Hendry, Headteacher, Lochside Academy**

“There can be no doubt that the last two years has been very challenging for so many young people as they have dealt with lockdowns and the impact on their daily lives. The work undertaken by Leanne Seal from Kings Church has been invaluable in supporting a number of our S1 and S2 pupils as we move towards what is the ‘new normal’. The Flourish programme has supported our young people to develop resilience, confidence, promoting positive self-esteem and a more positive sense of self. The pupils have enjoyed the sessions and the feedback has been overwhelmingly positive and it has raised their awareness of the own mental health and self-esteem. I can pay this work no bigger compliment than telling you we have funded further Flourish groups using our Pupil Equity Fund. Sadly, however this has limitations so external funding would allow more young people in our city to benefit from this work.”

The Next 2 Years

Last year we had a large donation of funding given to us, which allowed us to put all the first years at Northfield Academy through the project in addition to the schools we were already in. We trained more volunteers and paid for all the resources with this. However, now that funding has finished, we are projecting that 2025 will run at a similar (if not smaller) number of young people as 2024. This year without that same funding available we are not aiming to increase in numbers but are hoping to sustain and solidify where we are currently at as we are continually acquiring smaller pockets of funding. With any new funding, we hope to increase our staffing. Currently, we have 1 staff member working 15 hours per week. Our sustainability rests in our incredible volunteer team where, last year, we saw 31 active volunteers give 1243 hours to The Flourish Project. This year, with any funding acquired we aim to increase our Staff hours to ensure the projects we run are efficient and well supported, with the maximum impact on the young people. We will also train at least 8 new facilitators to deliver the project so that we can respond to the school's increasing need for the project. Next year, with staffing costs hopefully funded we can focus on growth, taking on more schools and ultimately reaching more young people to improve the mental well-being of young people across our city.

## PROPOSAL FOR FUNDING (2) – CODE THE CITY

### PURPOSE

The proposal is to fund series of introductory evening coding classes specifically designed for young people in Aberdeen, with a focus on disadvantaged teens. These classes will empower participants by teaching valuable programming and data skills, while also fostering critical thinking and problem-solving abilities. By targeting local young people, the aim is to open doors to future opportunities in technology, especially for those who may not otherwise have access to such resources.

### TRAINING SESSIONS

The program will consist of two iterations of 6 classes, each iteration serving up to 12 young people from Aberdeen. Classes will be held once per week in the evening for 6 weeks, resulting in 12 classes across two cohorts. Each session will last 90 minutes and will prioritize hands-on, interactive learning.

### EDUCATIONAL CONTENT

The curriculum will introduce programming concepts using a widely-used and accessible language. The topics covered will include:

1. **Introduction to Programming:** Basic concepts like variables, loops, and functions.
2. **Problem Solving through Code:** Using practical examples to develop logical thinking.
3. **Data Manipulation:** Introduction to data types, collections, and simple data analysis.
4. **Basic Algorithms:** Understanding how to approach and solve problems through coding.
5. **Working with Data:** Introduction to data handling, analysis, and visualisation using tools like Pandas and Matplotlib.
6. **Final Project:** Participants will complete a simple project, applying their skills to a real-world problem relevant to Aberdeen.

This curriculum will be crafted to ensure it is reusable, with detailed lesson plans, coding challenges, and project templates for future cohorts of local young people.

### MATERIALS AND RESOURCES DEVELOPMENT

All necessary educational materials will be developed for the program including:

- **Instructor guides** and lesson plans
- **Student workbooks** with exercises and projects

- **All learning based on online coding platforms** ensuring that no costly hardware is required

The materials will be designed for easy reuse in future iterations of the program, extending the benefits to more young people in Aberdeen.

### **COSTS:**

<b>Item</b>	<b>Details</b>	<b>Cost (£)</b>
<b>Instructor Fees</b>	£25/hour x 2 hours x 12 classes x 3 instructors	£1,800
<b>Curriculum Development</b>	Developing materials, preparing online interactive elements	£1,000
<b>Refurbishment of hardware</b>	Checking and refurbishing donated laptops and screens	£200
<b>Participant Support</b>	Refreshments 12 x £15	£180
<b>Materials</b>	Printing of guides and workbooks	£50
<b>Online Platform Subscriptions</b>	Coding platforms – licences or access tokens	£400
<b>Miscellaneous</b>	Contingency for unanticipated expenses	£370
<b>Total</b>		<b>£4,000</b>

### **RECIPIENT OF THE FUNDING**

Code The City SCIO, (charity number SC053447). Code The City's address is The Soap Factory, 111 Gallowgate, Aberdeen.

### **SUSTAINABILITY**

This proposal focuses on reproducibility and long-term value. Once the curriculum and materials are developed, they can be reused at no additional cost for future classes, ensuring that many more young people in Aberdeen can benefit from the investment over time. This scalability makes the project sustainable and highly impactful for the community.

### **CONCLUSION**

By investing in these evening coding classes, WE will be supporting a program that directly benefits local young people, especially those from disadvantaged backgrounds. This initiative will equip them with crucial programming and data skills, laying a foundation for future educational and career opportunities. Through the development of reusable materials, the impact of this funding will extend far beyond the initial 24 participants, benefiting future cohorts of young people in Aberdeen.

Sylvia Halkerston  
Lord Dean of Guild  
Burgesses of the City of Aberdeen

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## **PROPOSAL FOR FUNDING (3) -TALL SHIPS 2025 TRAINEESHIP**

### **Purpose:**

The Tall Ships Races Aberdeen 2025 will offer young people aged 15 to 25 living in AB Postcode sailing experiences which could change their lives.

The Burgesses of Guild of Aberdeen wish to sponsor a Trainee place to a young person from a socially deprived background who might never otherwise have had the opportunity to apply for such an experience.

### **The Traineeship:**

- Sail for 10 days from Dunkirk to Aberdeen to Kristiansand on the developmental trip of a lifetime
- They will develop personal and transferable skills
- Proven positive outcomes for the young person and their community
- Confidence building
- The programme builds communication skills, teamworking skill, problem solving skills equipping the young person with self-awareness and self-confidence. These are attributes which are enablers for vocational and academic pathways.
- Allows a young person from a deprived background to experience and be an integral part of one of the biggest events in the city.

### **Cost:**

A Traineeship sponsor pays £2000 + VAT

**Support required from Guildry & Mortifications Fund £2000+VAT**

Sylvia Halkerston

Lord Dean of Guild

Burgesses of the City of Aberdeen

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## ABERDEEN CITY COUNCIL

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<b>COMMITTEE</b>	Guldry and Mortification Funds
<b>DATE</b>	13 February 2025
<b>EXEMPT</b>	No
<b>CONFIDENTIAL</b>	No
<b>REPORT TITLE</b>	Rickart (Richard) Mortification Fund
<b>REPORT NUMBER</b>	CR&E/25/047
<b>EXECUTIVE DIRECTOR</b>	Gale Beattie
<b>CHIEF OFFICER</b>	John Wilson
<b>REPORT AUTHOR</b>	Ian Flett
<b>TERMS OF REFERENCE</b>	1.1

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### 1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to seek a recommendation that Council approve expenditure from the Rickart (Richard) Mortification Fund.

### 2. RECOMMENDATION

That the Committee:-

- 2.1 Consider the report and recommend that Council;
- i. approve expenditure of up to £30,000 on repair and renovation works to the Rickart's Tomb from the Rickart (Richard) Mortification Fund; and
  - ii. instruct the Chief Officer – Capital to undertake the necessary procurement and to approve the entering into of any contract(s) necessary for the repair and renovation works.

### 3. CURRENT SITUATION

- 3.1 In 1740 John Rickart left £12 to be invested with interest to be used for the perpetual maintenance of Rickart's Tomb. The Rickart's Tomb (1696) is located in the centre of the west boundary wall of the St Nicholas Kirkyard.
- 3.2 The structure, along with other structures in the kirkyard is recognised as being of architectural or historic interest. The tomb is the tallest monument in the kirkyard and it is decorated with urns and cherubs and the inscription is in Latin.
- 3.3 Previous approval of funding up to £25,000 was approved by this committee in March 2016.
- 3.4 Repair and conservation recommendations in May 2017 in respect of the Rickart's Tomb were noted in the Condition Report by Graciela Ainsworth Sculpture Conservation Ltd. Works now require to be made to the Rickart's

Tomb including but not limited to: paint analysis, removal of existing paint where possible and removal of all plant/organic growth. A full inspection of the underlying stonework will be undertaken with any repair work and decoration to be agreed by the Planning Authority.

3.5 In January 2023, Listed Building Consent with conditions was granted for conservation and repair works to the Rickart's Tomb.

#### 4. FINANCIAL IMPLICATIONS

4.1 The Rickart (Richard) Mortification Fund held a balance of £57,071.49 as at the end of financial year 2023/24.

4.2 Renovation of the tomb is estimated to cost up to £30,000 leaving funds available to fund any future renovation.

#### 5. LEGAL IMPLICATIONS

5.1 The Rickart (Richard) Mortification Fund is to be used for the perpetual maintenance of Rickart's Tomb.

#### 6. ENVIRONMENTAL IMPLICATIONS

6.1 There is no direct environmental implications arising from the recommendation of this report.

#### 7. RISK

The assessment of risk contained within the table below is considered to be consistent with the Council's Risk Appetite Statement.

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H)  *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
<b>Strategic Risk</b>	No significant risks identified	N/A	N/A	N/A
<b>Compliance</b>	Failure to maintain the monument.	This report supports compliance.	L	Yes

<b>Operational</b>	Potential loss of listed structure and potential injury to people in the Kirkyard and Back Wynd. A cordon may be required within the kirkyard and on Back Wynd if the monument is deemed unsafe.	This report supports compliance.	L	Yes
<b>Financial</b>	Failure to maximise and make best use of the available fund for renovation works.	This report supports members' oversight of the use of such funds.	L	Yes
<b>Reputational</b>	Failure to comply with legal duties may lead to adverse publicity.	This report supports compliance.	L	Yes
<b>Environment / Climate</b>	No significant risks identified	N/A	N/A	N/A

## 8. OUTCOMES

	<b>Impact of Report</b>
<b>Aberdeen City Council Policy Statement</b>  <a href="#"><u>Working in Partnership for Aberdeen</u></a>	<i>The proposals within this report support the delivery of the following aspect of the policy statement:-</i> <ul style="list-style-type: none"> <li>• <i>Make our city centre more attractive</i></li> </ul>
<a href="#"><u>Local Outcome Improvement Plan 2016-2026</u></a>	
	<i>The proposals in this report have no impact on the Local Outcome Improvement Plan.</i>
<b>Regional and City Strategies</b>	<i>The proposals in this report have no impact on any Regional or Council Strategies.</i>

## 9. IMPACT ASSESSMENTS

<b>Assessment</b>	<b>Outcome</b>
<b>Integrated Impact Assessment</b>	<i>No assessment required. I confirm this has been discussed and agreed with John Wilson, Chief Officer Capital on 10 February 2025.</i>
<b>Data Protection Impact Assessment</b>	Not required
<b>Other</b>	None

## 10. BACKGROUND PAPERS

### 10.1 [Guildry and Mortification Funds Committee - Tuesday, 1st March, 2016](#)

## 11. APPENDICES

### 11.1 Appendix A – Photograph

## 12. REPORT AUTHOR CONTACT DETAILS

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## APPENDIX A - Photograph



February 2025

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